



GIVING GENEROUSLY, ACTING COLLECTIVELY



2024 UUSC ANNUAL REPORT

“By holding each other’s hands and working together,
we can achieve more.” —Hensllyn Pwe’a-Boseto, Ecological Solutions



Above: UUSC climate justice partners in the Pacific recently gathered in Fiji.
Cover: Mayan Women Defenders Against Violence Leaders in Huehuetenango. (Credit: UUSC partner Asociación Pop No’j)

Dear Friends,

Every day, the lives of people around the world are placed at risk by systems that oppress, often in volatile and unpredictable ways. Authoritarian attacks on human rights, wars that displace people, disasters which deepen trauma, climate change acceleration — all test the resilience of our communities to the limit.

As stewards of your support and of a bold mission to create change, we must ask how we are showing up for those undergoing these intense moments of struggle to survive. What vital contributions did we make to ensure a thriving civil society? How did we unite the world toward more healing and less harm?

This Annual Report is a testament to the good that we achieve when we act collectively and give generously.

Our world is often described as hopelessly polarized, with people concerned simply for their own gain. Yes, economic inequality is entrenched, world leaders seek to consolidate power, and corporations extract common resources for private gain. These conditions are all formidable challenges to our achieving a just and equitable world.

Yet, through our work, we also witness the power of building one another up, bridging differences, making sure everyone is welcome, and sharing mutual aid. Instead of dividing up our planet, we are shaping it into a place of belonging and flourishing for all.

When you give, you bring us closer to that place. It isn’t only an act of caring, but a force that helps create something bigger. It fosters opportunity. It unlocks capacity.

It inspires others to join in changing our world for good.

The power of collective action begins with a generous spirit. We are so grateful for the ways you contribute to the belonging and flourishing of all.

I hope you’ll take some time to read and reflect on a few highlights from a year of vital work we’ve accomplished together, hand in hand. Thank you for supporting UUSC as we move our world toward equity and true belonging — so that all people can fully thrive.

Mary Katherine Morn
Lynn Miyamoto
Manish Mishra-Marzetti



MARY KATHERINE MORN President



LYNN MIYAMOTO Co-Chair

OUR 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.

UUSC STAFF

EXECUTIVE
Mary Katherine Morn
President

Danna Gobel
John Howard
Adelaide Vonleh

PROGRAMS,
ADVOCACY,
& ACTION
Rachel Gore Freed
Vice President

Nafisa Abdinoor
Diliman Abdulkader
Lis-Marie Alvarado
Taylor Anderson
Mayuri Anupindi
Gina Collignon
Ivanna D’Alencon
Myra Dahgaypaw
Mike Givens
Alejandro Guerrero Vargas
Lindsey Hoemann

Deanna Johnson
Deva Jones
Michael Kourabas
Amber Moulton
Suhra Nahib
JeKara Olaoya
Salote Soqo
Shay Stewart-Willis
Noemi Uribe
Deanna Vandiver

DEVELOPMENT
Cassandra Ryan
Vice President

Nadeline Alexandre
Elizabeth Auwood
Carly Cronon
Katherine Friedman
Eric Grignol
Karen Klett
Susan Mosher
Hannah Moy
Laura Randall
Tasha Rustam
Jessica Sapalio
Heather Vickery

FINANCE &
ADMINISTRATION
Mack Davidson
Vice President

Ethan Adams
Carol Cahalane
Clayton Daskam
Madeleine Lachevre
Winnie Chau Nguyen
Mohamed Zine abidine

BOARD OF TRUSTEES

Rev. Manish
Mishra-Marzetti
Co-Chair

Lynn Miyamoto
Co-Chair

Cynthia Totten
Secretary

Jim Smith
Treasurer

Rev. Jacqueline Brett
Babara DuMond
Marissa Gutierrez-Vicario
Rev. Kimberly Quinn
Johnson
Rohit Menezes
Maria Pignataro-Nielsen
April Nishimura
Tema Okun
Anthony Pinn
Katherine Schneider
Dave Thompson

COUNTRIES WHERE WE WORK

This year, our grassroots partners reached around the globe, working with communities in these countries:

- | | | |
|--------------------|------------------|----------------|
| Armenia | Honduras | Sudan |
| Azerbaijan | Kiribati | Thailand |
| The Bahamas | Malaysia | Tuvalu |
| Bangladesh | Marshall Islands | Ukraine |
| Belarus | Mexico | United Kingdom |
| Burma | Netherlands | United States |
| Dominican Republic | Nicaragua | |
| Fiji | Papua New Guinea | |
| Georgia | Poland | |
| Guatemala | Russia | |
| Haiti | Solomon Islands | |



MANISH MISHRA-MARZETTI
Co-Chair

DEVELOPING CLIMATE CHANGE PROTECTIONS

Together, we are confronting the biggest global challenge to humanity. Our partners show strength and wisdom — pointing toward a future where all can live in environmental security.

Pacific Islands have rightly been labeled the front lines of the climate crisis. Every day, people residing in low-lying islands and atolls face disproportionate burdens resulting from human-caused changes to our environment.

In Fiji, our partner **Climate Tok** works with residents of remote rural villages, many of whom lack social services such as schools, medical care, early storm warning systems — and sometimes even running water. As climate-caused flooding increases, septic tanks overflow, damaging food and water sources and endangering public health. This contamination of their water supply means

families must rely on shipped water from far away cities and towns.

Listening to these needs of our partners, UUSC funded water tanks and building materials — essential resources communities are using to repair damage, provide local water reserves, and make a significant difference in people’s wellbeing.

In addition to meeting local needs, UUSC support shows up where environmental defenders are tackling the seemingly impossible at the global level.

Our support bolstered the campaign by **Pacific Island Students Fighting Climate Change** to obtain an advisory opinion from the International Court of Justice. The world’s highest court is now weighing legal arguments for what obligations nations must uphold to protect people from the harmful effects of climate change.

Our work also assists people to plan for the long-term effects of climate change, connecting our Pacific partners with international funding to compensate people for loss of homes, land, and other damages. As rising sea level erodes more land, several communities have already been forced to move to higher ground, and others must relocate soon.



Te Toa Matoa in Kiribati (left) works for an inclusive, barrier-free, and rights-based society where people living with disabilities have equal opportunities — including participation in developing their government’s climate change policies.

Jo-Jikum in the Marshall Islands (below) supports the next generation of Indigenous youth leaders “to turn the tides, become change-makers and creators, and contribute to the survival of their lush, thriving islands.”



All of our accomplishments, large and small, help to weave together Pacific stories, actions, and dreams that add up to something greater:

A united vision for global change.

Amplifying Grassroots Voices in Spaces with Power.

At a time when messages to lawmakers can get lost among mountains of digital noise, UUSC’s Hill Day provides a valuable opportunity for people of faith and conscience to speak directly to Congressional decisionmakers. UUSC President Morn and UU activists visited Washington, D.C., to take our grassroots partners’ climate concerns to the Capitol, alongside peer organization Earth Rights International. It’s especially crucial to forge relationships with U.S. Representatives when they are gathering input from constituents on how to allocate federal funding for climate initiatives. Your generosity enables us to continue voicing our values with decisionmakers to care for people and planet.



SMOOTHING PATHWAYS FOR PEOPLE IN MIGRATION

Everyone has a right to live in safety and in freedom.



Migration activists participate in a May Day march in San Pedro Sula, Honduras.

The Right to Migrate

Unfortunately, as people flee war and persecution, harsh immigration laws make their journey to freedom more difficult and dehumanizing. UUSC continues to advocate for policies that treat people with dignity by strengthening access to asylum.

Our migration justice partners act collectively to form a comprehensive network of support. This coordination helps people navigate a clearer path through a complex system designed to withhold care and citizenship from new arrivals.

Partners in Mexico like Tochán Sueños y Realidades, A.C., provide shelter, food, and health services along frequently traveled routes. With offices in Mexico, Guatemala, Honduras, and El Salvador, the Fundación Para la Justicia y El Estado Democrático de Derecho (Foundation for Justice and the Democratic Rule of Law) provides essential legal support to individuals in migration. As Haiti’s government was overtaken by gang control, our partner Haitian Bridge Alliance petitioned for, and secured, the extension of Temporary Protected Status (TPS) for Haitians living in the United States. Another partner, the National TPS Alliance provides spaces of belonging and organizing — advocating for permanent residency for immigrants who have arrived in the U.S.

Wherever unstable situations place people in harm’s way, our work with people in migration becomes ever more important. Your steadfast generosity assists people to recover from harms and rebuild their lives in a new location of safety and freedom.



“Human rights isn’t just over there, and we’re responding to issues over there. It affects all of us. There are issues in this country that could also benefit from global solidarity.”

—Mayuri Anupindi,
UUSC Global Advocacy Strategist

The Right to Stay

We support people’s choices to uproot and move, and we also honor Indigenous Peoples’ right to stay on the land they call home.

It’s one of the reasons we help to fund groups like Fundación Entre Mujeres (Foundation Among Women, or FEM), cooperatives of women farmers throughout Nicaragua. Periods of drought from climate change cause significant concerns for communities who rely on rainwater to farm the land. Running water is not available for many families in the area, and they have had to travel to water sources and bring it back on foot, by burro, or any other way they can manage.

To meet this need, FEM coordinates a “water collection brigade,” which is primarily comprised of younger community members who build and install water storage tanks and cisterns for families so that they can harvest and store rainwater for farming and household use.

In addition to alleviating the burdens of water collection, the tanks help family cohesion because family members are able to produce and sell more of their farm yields and don’t have to leave the community to find work.



Opening Doors of Opportunity for Belonging.

The Community Accompaniment Program with Asylum Seekers (CAPAS) supports groups that welcome and host individuals and families seeking asylum in the United States. Besides providing basic needs such as housing and medical care, what CAPAS volunteers accomplish together goes beyond charity. They are creating places of long-term safety and true belonging. It’s a stark counterpoint to immigration systems designed to treat people cruelly and immediately deny their right to safe haven.

CAPAS participants share in the struggles, the joys, and the relentless obstacles of establishing a life in a new location, new culture, and often new languages. Hand in hand with asylum-seekers, we work through whatever challenges are posed by governmental policies that are aimed at deterring newcomers.

DISASTER JUSTICE

RELIEF, RESPONSE, AND REBUILDING

Every crisis is a call to action, an invitation to come together to support one another.

Throughout the world, UUSC maintains deep partnerships with local organizations that are ready to deliver aid when troubled times suddenly erupt. Grassroots groups deeply rooted in their own communities can quickly provide essential lifelines when governmental systems fail. We equip them to succeed by shifting resources to meet urgent needs.



The Banaban Human Rights Defenders Network mobilizing in defense of their culture and livelihoods in the face of Rabi Island's worsening environmental crisis. (Credit: Kaja Neef)

EMERGENCY RESPONSE FUND

Your generous contributions to UUSC's Emergency Response Fund (ERF) deliver immediate assistance when situations are dire, especially where people continue to seek safety from ongoing war and conflict.

Fund Chiricli (Roma Women's Fund) delivered humanitarian aid, including clothes, food, lamps, diapers, and hygienic products to Roma communities of the Odessa region in Ukraine. Last year, Martynka processed over one thousand help requests — protecting evacuees from human trafficking, and ensuring shelter, food, and counseling for Ukrainian women and children.

In Haiti, Mouvement Paysan National Congrès Papay helped to boost peasant agriculture and food production, especially during rainy seasons, to satisfy families experiencing food insecurity and famine during harsh times. Groupe d'Appui aux Rapatriés et Réfugiés assisted people forcibly returned to Haiti from the Dominican Republic and the United States amidst government instability and gang violence.

Emergency relief continues to take many forms in Burma. UUSC partners provided traditional humanitarian aid, such as distributing a month's worth of rice to 1,600 refugees fleeing conflict in Shan State, while they searched

for work in Thailand. Another partner has provided connective technology that alerts civilians of bombings and village raids, which can help families move quickly and save lives.

It also includes funding for a medic training center within an internally displaced persons camp that treats war-injured patients — the number of whom increases significantly following the air attacks and ground campaigns by the Burmese military junta. By integrating medical trainees from diverse ethnic backgrounds, our partner ensures that healthcare providers can deliver more culturally sensitive care and treatment.

LONG-TERM CRISIS RECOVERY WORK

But disaster justice isn't just about reaction. It's about anticipation, preparedness, and understanding before a crisis strikes. Our approach helps communities build resilience and put protections in place. After a crisis, it's about navigating the challenges ahead together and accompanying the rebuilding and repair work through the long-term.

For example, seeing first-hand accounts of the unequal treatment that many Black and Brown individuals experienced as they sought to escape Russia's war in

Ukraine, the Alliance for Black Justice Poland (ABJP) immediately responded to the specific needs of Africans fleeing by providing housing, healthcare, legal support and other material aid. After triaging the mass influx across the border, the need for support

has shifted from emergency interventions to longer-term support as people decide to stay safely in Poland. By supporting intercultural dialogue and social integration, ABJP lessens discrimination and strengthens communities.

"[Our] vision is a society in which social diversity is respected, valued, and nurtured, [where] every person feels free and safe, can develop and participate in social life in accordance with his or her needs and ambitions independent of who he or she is and where he or she comes from."

— Alliance for Black Justice Poland

HAITI



Assisting small farmers in rural Haiti strengthens economic independence and lessens food insecurity.

EASTERN EUROPE



Martynka provides a safety hotline for women fleeing violence and trafficking in Ukraine.

U.S. GULF COAST



In Louisiana, the Jean Charles Choctaw Nation fights for a dignified relocation, grounded in their community's own leadership.

Bolstering Trans Survival and Liberation.

UUSC was founded at the height of World War II to support people fleeing persecution from Nazi Germany, and so too today we must act when fascist policies single out and attack people's rights based on their identities.

This year, we witnessed increasing threats to transgender people's lives and wellbeing as more states pass laws meant to deny medical treatment, take away rights, and criminalize their very existence. In response, UUSC has helped to resource and support the Pink Haven Coalition. These fierce activists are creating networks of welcome for trans and gender-expansive individuals, affectionately referred to as passengers, when they are forced to flee unsafe situations. This work takes many forms — from financial assistance, legal help, medical care, accompaniment, and more. The outcome: people who've had hateful conditions imposed upon them, simply for who they are, can rebuild their lives in regions of the United States under less extreme environments and begin to thrive again as their authentic selves.

FINANCIAL REPORTING

A SPECIAL THANKS

The UU Congregation at Shelter Rock (UUCSR) in Manhasset, N.Y., has been a steadfast partner in justice building for decades. We are grateful that UUSC can always count on our friends at UUCSR for their extraordinary commitment to our mission.

We especially want to recognize how UUCSR cultivates abundance and a true spirit of generosity by providing a dollar-for-dollar match for our members each year — multiplying the impact we make together around the globe.

HELP SUPPORT OUR WORK

Grassroots groups rely on UUSC to respond to human rights injustices when few other funders or government agencies will help.

Your generosity is needed now more than ever. Please use the enclosed envelope to make a special gift today.

You can also contribute online at uusc.org/donate or contact us at development@uusc.org.

STATEMENT OF FINANCIAL POSITION FOR THE YEARS ENDING JUNE 30, 2024 2023

ASSETS		
Cash & Equivalents		
Cash	1,806,559	1,386,655
Money market funds	6,062,823	11,613,270
	7,869,382	12,999,925
Accounts and Interest receivable, net	265,763	265,485
Prepaid expenses and other assets	135,040	118,099
Pledges and grants receivable, net	1,072,421	1,119,932
Mission related loan receivable	56,890	65,462
Investments	34,776,502	29,812,744
Right-of-use asset	1,377,389	1,537,714
Property and equipment, net	364,671	169,390
TOTAL ASSETS	45,918,058	46,088,751
LIABILITIES		
Accounts payable & accrued expenses	678,526	1,033,706
Accrued compensation	304,505	297,114
Right-of-use liability	1,018,790	990,193
Pooled income deferred revenue	27,722	32,429
Donor advance - promissory notes	125,000	125,000
Gift annuities and trust agreements	350,877	417,492
TOTAL LIABILITIES	2,505,420	2,895,934
NET ASSETS		
Without donor restrictions	30,483,324	30,666,767
With donor restrictions	12,929,314	12,526,050
TOTAL NET ASSETS	43,412,638	43,192,817
TOTAL LIABILITIES & NET ASSETS	45,918,058	46,088,751



TOTAL EXPENSES BY THREE MAJOR AREAS

- PROGRAM SERVICES \$10,322 (83.0%)
- FUNDRAISING \$816 (6.6%)
- MANAGEMENT \$1,286 (10.4%)

STATEMENT OF ACTIVITIES FOR THE YEARS ENDING JUNE 30, 2024 2023

	Without Donor Restrictions	With Donor Restrictions	Total	Total
Public support & revenue	9,749,500	2,662,266	12,411,766	8,954,403
Net assets released from restrictions	2,678,258	(2,678,258)	0	0
TOTAL PUBLIC SUPPORT AND REVENUE AND NET ASSETS RELEASED FROM RESTRICTION	12,427,758	(15,992)	12,411,766	8,954,403
EXPENSES				
Program services	10,321,504		10,321,504	10,186,842
Fundraising	816,044		816,044	879,353
Management	1,286,057		1,286,057	1,163,055
TOTAL EXPENSES	12,423,605		12,423,605	12,229,250
INCOME/(LOSS) FROM OPERATIONS (a)	4,153	(15,992)	(11,839)	(3,274,847)
Net non-operating activities (b)	(187,596)	419,256	231,660	13,584,158
NET ASSETS				
Change in net assets (a + b)	(183,443)	403,264	219,821	10,309,311
Beginning of the year	30,666,767	12,526,050	43,192,817	32,883,506
END OF YEAR	30,483,324	12,929,314	43,412,638	43,192,817

PROGRAM SERVICES



ALLOCATION

- CLIMATE JUSTICE \$2,834 (27.6%)
- MIGRANT JUSTICE \$2,059 (19.9%)
- CRISIS RESPONSE \$2,471 (23.9%)
- COLLEGE OF SOCIAL JUSTICE \$724 (7.0%)
- PARTNER GRANTS \$2,234 (21.6%)

TOTAL EXPENSES



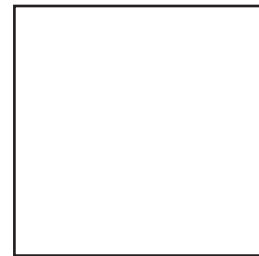
ALLOCATION

- CLIMATE JUSTICE \$2,834 (22.7%)
- MIGRANT JUSTICE \$2,059 (16.6%)
- CRISIS RESPONSE \$2,471 (19.9%)
- COLLEGE OF SOCIAL JUSTICE \$724 (5.8%)
- PARTNER GRANTS \$2,234 (18.0%)
- FUNDRAISING \$816 (6.6%)
- MANAGEMENT \$1,286 (10.4%)



UUSC

689 Massachusetts Avenue
Cambridge, MA 02139
uuscs.org info@uuscs.org 617-868-6600



UNITARIAN UNIVERSALIST SERVICE COMMITTEE

CHALLENGING INJUSTICE. ADVANCING HUMAN RIGHTS.

OUR 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.

LEARN MORE AT UUSC.ORG.