

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2023

Open to Public Inspection

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.

Department of the Treasury

Internal Revenue Service

For the 2023 calendar year, or tax year beginning 07-01-2023, and ending 06-30-2024

- 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): 689 Massachusetts Avenue Room/suite: City or town, state or province, country, and ZIP or foreign postal code: Cambridge, MA 02139

D Employer identification number: 04-6186012 E Telephone number: (617) 868-6600 G Gross receipts \$ 10,854,096

F Name and address of principal officer: Mary Katherine Morn, 689 Massachusetts Avenue, Cambridge, MA 02139

H(a) Is this a group return for subordinates? No H(b) Are all subordinates included? No H(c) Group exemption number

I Tax-exempt status: 501(c)(3)

J Website: www.uusc.org

K Form of organization: Corporation

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

Part I Summary

Activities & Governance

Table with 2 columns: Description and Amount. Rows include mission description, discontinued operations, and various revenue and expense categories.

Revenue

Table with 3 columns: Description, Prior Year, Current Year. Rows include contributions, program service revenue, investment income, and other revenue.

Expenses

Table with 3 columns: Description, Prior Year, Current Year. Rows include grants paid, benefits, salaries, fundraising fees, and other expenses.

Net Assets or Fund Balances

Table with 3 columns: Description, Beginning of Current Year, End of Year. Rows include total assets, total liabilities, and net assets.

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.

Sign Here: Signature of officer Mack Davidson VP & Lead Financial Officer, Date 2024-11-13

Paid Preparer Use Only

Print/Type preparer's name: CBIZ Advisors LLC, Preparer's signature, Date: 2024-11-13, Firm's name, address, EIN, and phone number.

May the IRS discuss this return with the preparer shown above? See Instructions. Yes No

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

(Code:) (Expenses \$ **729,019** including grants of \$ **5,355**) (Revenue \$ **1,165**)
Human Rights Programs - IV. UU College of Social Justice: See Schedule O.

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

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

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)? If "Yes," complete Schedule A	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions.	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I		No
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? If "Yes," complete Schedule C, Part II	Yes	
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? If "Yes," complete Schedule C, Part III		No
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? If "Yes," complete Schedule D, Part I		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		No
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? If "Yes," complete Schedule D, Part IV		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V	Yes	
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.		
11a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	Yes	
11b	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? If "Yes," complete Schedule D, Part VII	Yes	
11c	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? If "Yes," complete Schedule D, Part VIII		No
11d	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? If "Yes," complete Schedule D, Part IX		No
11e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	Yes	
11f	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)?	Yes	
12a	Did the organization obtain a separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	Yes	
12b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?		No
14b	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? If "Yes," complete Schedule F, Parts I and IV	Yes	
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? If "Yes," complete Schedule F, Parts II and IV	Yes	
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? If "Yes," complete Schedule F, Parts III and IV		No
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? If "Yes," complete Schedule G, Part I. See instructions.	Yes	
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III		No
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		No
20b	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? If "Yes," complete Schedule I, Parts I and II	Yes	

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>		No
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>	Yes	
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>		No
24b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
24c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
24d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
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>		No
25b	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>		No
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?		No
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>		No
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):		
28a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		No
28b	A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		No
28c	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>		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		No
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>		No
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?		No
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>	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	Yes	
35b	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>		No
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>		No
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>		No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	Yes	

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

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

Table with 17 main rows (2a-17) and sub-rows (a-e) for various questions. Includes input fields for amounts and checkboxes for Yes/No. Row 2a has a value of 50. Row 17 includes a note about Form 6069.

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI



Section A. Governing Body and Management

Table with 3 main columns: Question, Yes, No. Rows include: 1a (Voting members at end of year), 1b (Independent voting members), 2 (Family/business relationships), 3 (Management delegation), 4 (Governing documents changes), 5 (Asset diversion), 6 (Members/stockholders), 7a (Election power), 7b (Governance decisions), 8 (Meeting documentation), 8a (Governing body), 8b (Committees), 9 (Unreachable officers).

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

Table with 3 main columns: Question, Yes, No. Rows include: 10a (Local chapters), 10b (Written policies), 11a (Form 990 copy), 11b (Review process), 12a (Conflict of interest policy), 12b (Disclosure requirements), 12c (Compliance monitoring), 13 (Whistleblower policy), 14 (Document retention), 15 (Compensation review), 15a (CEO review), 15b (Other officers review), 16a (Joint ventures), 16b (Federal tax law compliance).

Section C. Disclosure

Table with 2 main columns: Question, Answer. Row 17: List states where Form 990 is required to be filed. Row 18: Section 6104 availability (Own website, Another's website, Upon request, Other). Row 19: Schedule O disclosure of governing documents. Row 20: Name, address, and telephone number of the person who possesses the organization's books and records.

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, or 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 dotted 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) Rev Manish Mishra-Marzetti Co-Chair	1.00	X		X				0	0	0
(2) Lynn Miyamoto Co-Chair	1.00	X		X				0	0	0
(3) Cynthia Totten Secretary	1.00	X		X				0	0	0
(4) Jim Smith Treasurer	1.00	X		X				0	0	0
(5) Rev Jacqueline Brett Board Member	1.00	X						0	0	0
(6) Barbara Du Mond Board Member	1.00	X						0	0	0
(7) Marissa Gutierrez-Vicario Board Member	1.00	X						0	0	0
(8) Rohit Menezes Board Member	1.00	X						0	0	0
(9) Maria Pignataro Nielsen Board Member	1.00	X						0	0	0
(10) April Nishimura Board Member	1.00	X						0	0	0
(11) Tema Okun Board Member	1.00	X						0	0	0
(12) Anthony Pinn Board Member	1.00	X						0	0	0
(13) Rev Kimberly Quinn Johnson Board Member	1.00	X						0	0	0
(14) Katherine Schneider Board Member	1.00	X						0	0	0
(15) David Thompson Board Member	1.00	X						0	0	0
(16) Sarah K Dreier Board Member	1.00	X						0	0	0
(17) Joseph Parsons Board Member	1.00	X						0	0	0

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 dotted 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			
(18) Mary Katherine Morn Pres & Lead Executive Officer	40.00			X			298,250	0	55,367
(19) Rachel Freed VP & Lead Program Officer	35.00			X			232,988	0	60,574
(20) Mack Davidson VP & Lead Financial Officer	35.00			X			221,540	0	33,368
(21) Cassandra Ryan VP & Lead Development Officer	35.00			X			217,871	0	58,124
(22) Salote Soqo Director of Advocacy	35.00					X	138,884	0	40,791
(23) Amber Moulton Director of Research, Impact & Learning	35.00					X	133,834	0	45,353
(24) John Howard Director of Human Resources	35.00					X	133,137	0	44,783
(25) Carol Cahalane Director of Finance	35.00					X	148,856	0	28,751
(26) Michael Kourabas Director of Partner Support & Grants	35.00					X	127,979	0	49,605
1b Sub-Total									
c Total from continuation sheets to Part VII, Section A									
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 **11**

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

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**

Part VIII Statement of Revenue

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

Table with 5 columns: (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, (D) Revenue excluded from tax under sections 512 - 514. Rows include Contributions, Gifts, Grants, and Other Amt Similar Amounts, Federated campaigns, Membership dues, Fundraising events, Related organizations, Government grants, All other contributions, gifts, grants, and similar amounts, Noncash contributions, and Total.

Table for Program Service Revenue with columns for Business Code, (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, and (D) Revenue excluded from tax. Rows include Participant Fees Learning Trips and All other program service revenue.

Table for Other Revenue with columns for (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, and (D) Revenue excluded from tax. Rows include Investment income, Income from investment of tax-exempt bond proceeds, Royalties, Gross rents (Real/Personal), Net rental income, Gross amount from sales of assets other than inventory, Net gain or (loss), Gross income from fundraising events, Net income or (loss) from fundraising events, Gross income from gaming activities, Net income or (loss) from gaming activities, Gross sales of inventory, Net income or (loss) from sales of inventory.

Table for Other Revenue Misc Amt with columns for Business Code, (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, and (D) Revenue excluded from tax. Rows include UBIT refund and All other revenue.

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 (non-employees):				
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 Schedule 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 in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a Printing & Publications	363,833	308,709	1,378	53,746
b Postage & Shipping	274,669	234,513	0	40,156
c Telephone	62,736	42,864	12,420	7,452
d Supplies	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 <input checked="" type="checkbox"/> if following SOP 98-2 (ASC 958-720).	626,012	532,110	0	93,902

Part X Balance Sheet

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

		(A)		(B)
		Beginning of year		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	10a 1,311,517		
	b Less: accumulated depreciation	10b 946,846	169,390	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 <input checked="" type="checkbox"/> 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 <input type="checkbox"/> 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

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI [checked]

Table with 10 rows for reconciliation of net assets. Line 1: Total revenue (10,813,800); Line 2: Total expenses (12,423,605); Line 3: Revenue less expenses (-1,609,805); Line 4: Net assets at beginning (43,192,817); Line 5: Net unrealized gains (1,858,750); Line 9: Other changes (-29,124); Line 10: Net assets at end (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 [unchecked]

Table with 3 columns: Question, Yes, No. Rows include: 1 Accounting method (Accrual checked); 2a Were financial statements compiled? (No); 2b Were financial statements audited? (Yes); 2c If Yes, does organization have a committee? (Yes); 3a As a result of a federal award, was the organization required to undergo an audit? (No); 3b If Yes, did the organization undergo the required audit? (No).

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

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.

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 **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						

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 failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	9,377,718	12,367,891	10,926,410	11,101,936	9,714,645	53,488,600
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	9,377,718	12,367,891	10,926,410	11,101,936	9,714,645	53,488,600
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) . . .						4,238,052
6 Public support. Subtract line 5 from line 4.						49,250,548

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4. . .	9,377,718	12,367,891	10,926,410	11,101,936	9,714,645	53,488,600
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	1,989,088
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						56,548,698
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 <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f) divided by line 11, column (f))	14	87.090 %
15 Public support percentage for 2022 Schedule A, Part II, line 14	15	87.040 %
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 <input checked="" type="checkbox"/>		
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 <input type="checkbox"/>		
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 <input type="checkbox"/>		
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 <input type="checkbox"/>		
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 <input type="checkbox"/>		

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. <input type="checkbox"/>						

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 <input type="checkbox"/>		
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 <input type="checkbox"/>		
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions <input type="checkbox"/>		

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of 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? 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.		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.		
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)? If "Yes," describe in Part VI when and how the organization made the determination.		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? 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.		
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)? 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.		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? 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).		
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? If "Yes," provide detail in Part VI .		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (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? If "Yes," complete Part I of Schedule L (Form 990).		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete Part I of Schedule L (Form 990).		
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))? If "Yes," provide detail in Part VI .		
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? If "Yes," provide detail in Part VI .		
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? If "Yes," provide detail in Part VI .		
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)? If "Yes," answer line 10b below.		
b	Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).		

Part IV Supporting Organizations (continued)

- 11** Has the organization accepted a gift or contribution from any of the following persons?

	Yes	No
11a		
11b		
11c		
- 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 11a above?
- c** A 35% controlled entity of a person described on line 11a or 11b above? *If "Yes" to 11a, 11b, or 11c, provide detail in Part VI*

Section B. Type I Supporting Organizations

- 1** Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? *If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.*

	Yes	No
1		
- 2** Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.*

	Yes	No
2		

Section C. Type II Supporting Organizations

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

	Yes	No
1		

Section D. All Type III Supporting Organizations

- 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? *If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).*
 - 3** By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? *If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.*
- | | Yes | No |
|----------|-----|----|
| | | |
| 1 | | |
| | | |
| 2 | | |
| | | |
| 3 | | |

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):

- a** The organization satisfied the Activities Test. Complete **line 2** below.
- b** The organization is the parent of each of its supported organizations. Complete **line 3** below.
- c** The organization supported a governmental entity. Describe in **Part VI** how you supported a government entity (see instructions)

2 Activities Test. **Answer lines 2a and 2b below.**

- a** Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*
- 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? *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.*

3 Parent of Supported Organizations. **Answer lines 3a and 3b below.**

- a** Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *If "Yes" or "No", provide details in Part VI.*
- b** Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in Part VI. the role played by the organization in this regard.*

	Yes	No
2a		
2b		
3a		
3b		

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):	1		
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 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)

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

(continued)

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5	
6 Other distributions (describe in Part VI). See instructions	6	
7 Total annual distributions. Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions	8	
9 Distributable amount for 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-- explain in Part VI). 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 e			
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. If the amount is greater than zero, explain in Part VI . See instructions.			
6 Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in Part VI . 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.			

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).

Facts And Circumstances Test

Return Reference	Explanation
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Additional Data

Return to Form

Software ID:

Software Version:

Schedule B

Schedule of Contributors

OMB No. 1545-0047

2023

(Form 990)
Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990, 990-EZ, or 990-PF.
▶ Go to www.irs.gov/Form990 for the latest information.

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

Organization type (check one):

Filers of:

Section:

- Form 990 or 990-EZ
 - 501(c)() (enter number) organization
 - 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
 - 527 political organization
- Form 990-PF
 - 501(c)(3) exempt private foundation
 - 4947(a)(1) nonexempt charitable trust treated as a private foundation
 - 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.
Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

- For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or other property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

- For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33¹/₃% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization
 Unitarian Universalist Service
 Committee Inc

Employer identification number
 04-6186012

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED		\$ RESTRICTED	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)

Name of organization
Unitarian Universalist Service
Committee Inc

Employer identification number

04-6186012

Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____

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

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once. See instructions.) ► \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	_____	_____	
	_____	_____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	_____	_____	
	_____	_____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	_____	_____	
	_____	_____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	(e) Transfer of gift		
	Transferee's name, address, and ZIP 4	Relationship of transferor to transferee	
	_____	_____	
	_____	_____	

Additional Data

Return to Form

Software ID:

Software Version:

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.**

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

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. See instructions for definition of "political campaign activities."
- 2 Political campaign activity expenditures. See instructions ▶ \$ _____
- 3 Volunteer hours for political campaign activities. See instructions

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-.
1				
2				
3				
4				
5				
6				

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 (grass roots 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													
<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:35%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width:65%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:													
Not over \$500,000	20% of the amount on line 1e.													
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.													
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.													
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.													
Over \$17,000,000	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)	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?		<input type="checkbox"/> Yes <input type="checkbox"/> 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) 2019	(b) 2020	(c) 2021	(d) 2022	(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

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

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

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

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

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

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

Part IV Supplemental Information

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

Return Reference	Explanation

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2022

Open to Public Inspection

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.

Department of the Treasury Internal Revenue Service

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor information.

Part II Conservation Easements.

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

Table with 2 columns: Description, Held at the End of the Year. Rows include purpose(s) of conservation easements, total number, acreage, and number of easements on historic structures, and questions about monitoring and reporting.

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.

Table with 2 columns: Description, Amount. Rows include questions about reporting art and historical treasures and amounts for revenue and assets.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

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

Part IV Escrow and Custodial Arrangements.

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

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? **Yes** **No**
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|--|-----------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? **Yes** **No**
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds.

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	29,637,026	19,135,879	22,156,085	16,390,342	15,286,851
b Contributions	3,610,421	13,461,972	1,251,494	4,056,985	1,963,288
c Net investment earnings, gains, and losses	2,470,695	2,318,382	-2,697,571	4,367,480	366,626
d Grants or scholarships					
e Other expenditures for facilities and programs	3,281,788	5,159,067	1,459,529	2,564,656	1,137,583
f Administrative expenses	153,728	120,140	114,600	94,066	88,840
g End of year balance	32,282,626	29,637,026	19,135,879	22,156,085	16,390,342

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment ▶ 70.419 %
 - b** Permanent endowment ▶
 - c** Term endowment ▶ 29.581 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.

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

- (i)** Unrelated organizations
- (ii)** Related organizations

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

- b** If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		1		1
b Buildings				
c Leasehold improvements		152,112		152,112
d Equipment		1,159,404	946,846	212,558
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				364,671

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 Securities	6,090,364	F
(B) Corporate Bonds	3,884,253	F
(C) Assets Related to Pooled Funds	83,837	F
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	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. (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

Part IX Other Assets.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

Part X Other Liabilities.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
Gift Annuities Payable	350,877
Pooled Income Deferred Revenue	27,722
Right-of-use liability	1,018,790
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	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 FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

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.

Return Reference	Explanation
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 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.

Additional Data

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Software ID:

Software Version:

**SCHEDULE F
(Form 990)**

Statement of Activities Outside the United States

▶ **Complete if the organization answered "Yes" to 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.**

2023

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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 or 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 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
(1) Central America and the Caribbean	0	0	Grants to Recipients Located in the Region		469,800
(2) East Asia and the Pacific	0	0	Grants to Recipients Located in the Region		800,904
(3) Europe (Including Iceland & Greenland)	0	0	Grants to Recipients Located in the Region		492,835
(4) North America	0	0	Grants to Recipients Located in the Region		168,480
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	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

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)
(1)			Central America and the Caribbean	Humanitarian Assistance	30,000	Wire Transfer	0		
(2)			Central America and the Caribbean	Humanitarian Assistance	45,100	Wire Transfer	0		
(3)			Central America and the Caribbean	Humanitarian Assistance	70,000	Wire Transfer	0		
(4)			Central America and the Caribbean	Humanitarian Assistance	45,600	Wire Transfer	0		
(5)			Central America and the Caribbean	Humanitarian Assistance	35,000	Wire Transfer	0		
(6)			Central America and the Caribbean	Humanitarian Assistance	30,000	Wire Transfer	0		
(7)			Central America and the Caribbean	Humanitarian Assistance	25,000	Wire Transfer	0		
(8)			Central America and the Caribbean	Humanitarian Assistance	25,000	Wire Transfer	0		
(9)			Central America and the Caribbean	Humanitarian Assistance	25,000	Wire Transfer	0		
(10)			Central America and the Caribbean	Humanitarian Assistance	25,000	Wire Transfer	0		
(11)			Central America and the Caribbean	Humanitarian Assistance	35,000	Wire Transfer	0		
(12)			Central America and the Caribbean	Humanitarian Assistance	30,000	Wire Transfer	0		
(13)			Central America and the Caribbean	Humanitarian Assistance	10,000	Wire Transfer	0		
(14)			Central America and the Caribbean	Humanitarian Assistance	35,000	Wire Transfer	0		
(15)			East Asia and the Pacific	Humanitarian Assistance	50,000	Wire Transfer	0		
(16)			East Asia and the Pacific	Humanitarian Assistance	20,000	Wire Transfer	0		
(17)			East Asia and the Pacific	Humanitarian Assistance	25,000	Wire Transfer	0		
(18)			East Asia and the Pacific	Humanitarian Assistance	44,000	Wire Transfer	0		
(19)			East Asia and the Pacific	Humanitarian Assistance	25,000	Wire Transfer	0		
(20)			East Asia and the Pacific	Humanitarian Assistance	20,000	Wire Transfer	0		
(21)			East Asia and the Pacific	Humanitarian Assistance	10,350	Wire Transfer	0		
(22)			East Asia and the Pacific	Humanitarian Assistance	10,000	Wire Transfer	0		
(23)			East Asia and the Pacific	Humanitarian Assistance	29,000	Wire Transfer	0		
(24)			East Asia and the Pacific	Humanitarian Assistance	25,000	Wire Transfer	0		
(25)			East Asia and the Pacific	Humanitarian Assistance	25,000	Wire Transfer	0		
(26)			East Asia and the Pacific	Humanitarian Assistance	15,000	Wire Transfer	0		
(27)			East Asia and the Pacific	Humanitarian Assistance	35,000	Wire Transfer	0		
(28)			East Asia and the Pacific	Humanitarian Assistance	45,000	Wire Transfer	0		
(29)			East Asia and the Pacific	Humanitarian Assistance	38,500	Wire Transfer	0		
(30)			East Asia and the Pacific	Humanitarian Assistance	25,000	Wire Transfer	0		
(31)			East Asia and the Pacific	Humanitarian Assistance	20,000	Wire Transfer	0		
(32)			East Asia and the Pacific	Humanitarian Assistance	45,000	Wire Transfer	0		
(33)			East Asia and the Pacific	Humanitarian Assistance	46,000	Wire Transfer	0		
(34)			East Asia and the Pacific	Humanitarian Assistance	40,500	Wire Transfer	0		
(35)			East Asia and the Pacific	Humanitarian Assistance	40,000	Wire Transfer	0		
(36)			East Asia and the Pacific	Humanitarian Assistance	38,500	Wire Transfer	0		
(37)			East Asia and the Pacific	Humanitarian Assistance	35,000	Wire Transfer	0		
(38)			East Asia and the Pacific	Humanitarian Assistance	25,000	Wire Transfer	0		
(39)			East Asia and the Pacific	Humanitarian Assistance	23,500	Wire Transfer	0		
(40)			East Asia and the Pacific	Humanitarian Assistance	20,000	Wire Transfer	0		
(41)			East Asia and the Pacific	Humanitarian Assistance	23,500	Wire Transfer	0		
(42)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	100,000	Wire Transfer	0		
(43)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	30,000	Wire Transfer	0		
(44)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000	Wire Transfer	0		
(45)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000	Wire Transfer	0		
(46)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000	Wire Transfer	0		
(47)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000	Wire Transfer	0		
(48)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000	Wire Transfer	0		
(49)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	55,000	Wire Transfer	0		
(50)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	30,000	Wire Transfer	0		
(51)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	29,700	Wire Transfer	0		
(52)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	28,135	Wire Transfer	0		
(53)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	25,000	Wire Transfer	0		
(54)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000	Wire Transfer	0		
(55)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	30,000	Wire Transfer	0		
(56)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000	Wire Transfer	0		
(57)			Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000	Wire Transfer	0		
(58)			North America	Humanitarian Assistance	57,100	Wire Transfer	0		
(59)			North America	Humanitarian Assistance	35,100	Wire Transfer	0		
(60)			North America	Humanitarian Assistance	35,000	Wire Transfer	0		
(61)			North America	Humanitarian Assistance	30,000	Wire Transfer	0		
(62)			North America	Humanitarian Assistance	11,280	Wire Transfer	0		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt 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

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* . Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).* Yes No

Additional Data

Software ID:

Software Version:

**Supplemental Information Regarding
Fundraising or Gaming Activities**

2023

**Open to Public
Inspection**

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

Department of the Treasury
Internal Revenue Service

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
- 2a** 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			
1 Integrated Direct Marketing 1250 Connecticut Ave NW Ste 200 Washington, DC 20036	Donor Marketing		No	0	144,400	0
2						
3						
4						
5						
6						
7						
8						
9						
10						
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

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
		(event type)	(event type)	(total number)	(add col. (a) through col. (c))
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	<input type="checkbox"/> Yes _____% .. <input type="checkbox"/> No	<input type="checkbox"/> Yes _____% .. <input type="checkbox"/> No	<input type="checkbox"/> Yes _____% .. <input type="checkbox"/> No		
7 Direct expense summary. Add lines 2 through 5 in column (d) ▶					
8 Net gaming income summary. Subtract line 7 from line 1, column (d) ▶					

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

11 Does the organization conduct gaming activities with nonmembers? Yes No

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? Yes No

13 Indicate the percentage of gaming activity conducted in:

a The organization's facility	13a	%
b An outside facility	13b	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ -----

Address ▶ -----

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

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

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

Name ▶ -----

Address ▶ -----

16 Gaming manager information:

Name ▶ -----

Gaming manager compensation ▶ \$ -----

Description of services provided ▶ -----

Director/officer Employee Independent contractor

17 Mandatory distributions:

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

b Enter the amount of distributions required under state law 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.

Return Reference

Explanation

**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.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) 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
(2) 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
(3) United States Campaign for Burma PO Box 34126 Washington, DC 20043	27-0843682	501(c)(3)	64,000	0			Support USCB's ongoing advocacy human rights Campaign Burma
(4) 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
(5) 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
(6) EDGE Funders Alliance BOX 559 60 29th Street San Francisco, CA 94110	20-8211195	501(c)(3)	10,000	0			To support the general operations of EDGE Funders Alliance
(7) 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
(8) 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
(9) UndocuBlack Network Inc 1032 15th Street NW Suite 415 Washington, DC 200051502	86-3899115	501(c)(3)	37,000	0			Support for any and all aspects of the UndocuBlack Network's
(10) 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
(11) 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
(12) 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

- 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

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 noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

Return Reference	Explanation
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.

Additional Data

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Software ID:
Software Version:

Schedule J
(Form 990)

Compensation Information

OMB No. 1545-0047

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.**

2023

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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.

- | | |
|---|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax idemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (e.g., 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, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?

3 Indicate which, if any, of the following the filing 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.

- | | |
|---|---|
| <input checked="" type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> 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?
 - b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
 - c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only 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?
 - b** Any related organization?
- 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?
 - b** Any related organization?
- 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 in 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)?

	Yes	No
1b		
2		
4a		No
4b		No
4c		No
5a		No
5b		No
6a		No
6b		No
7		No
8		No
9		

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 are not 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, 1099-MISC compensation, and/or 1099-NEC			(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

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.

Return Reference	Explanation
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Additional Data

[Return to Form](#)

Software ID:

Software Version:

Noncash Contributions

2023

Open to Public Inspection

- ▶ **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 the latest information.**

Department of the Treasury
Internal Revenue Service

Name of the organization
Unitarian Universalist Service
Committee Inc

Employer identification number

04-6186012

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	30	516,385	Mean Value on Gift Date
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 IV, 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 three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	Yes	No
		No
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?	Yes	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		No
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.		

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.

Return Reference	Explanation
Part I, Column (b):	The number shown in column B represents the total number of gifts of securities.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE O
(Form 990)**Supplemental Information to Form 990 or 990-EZ**

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

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

2023**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

Name of the organization
Unitarian Universalist Service
Committee Inc

Employer identification number

04-6186012

Return Reference	Explanation
<p>Form 990, Part I, Line 1, Description of Organization Mission:</p>	<p>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. 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. 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 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 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.</p>
<p>Form 990, Part III, Line 4a:</p>	<p>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 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</p>

Return Reference	Explanation
	<p>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 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 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 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.</p>
Form 990, Part III, Line 4b:	<p>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 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 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.</p>
Form 990, Part III, Line 4c:	<p>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,</p>

Return Reference	Explanation
	<p>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 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 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 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 uusc.org.</p>
Form 990, Part III, Line 4d:	<p>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 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 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. 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</p>

Return Reference	Explanation
	<p>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 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). 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.</p>
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	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, 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:	Change in Value of Split-interest Gifts -29,124.

Additional Data

Return to Form

Software ID:

Software Version:

**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No. 1545-0047

2023

Open to Public Inspection

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.

Department of the Treasury
Internal Revenue Service

Name of the organization
Unitarian Universalist Service
Committee Inc

Employer identification number

04-6186012

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

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
(1) Charitable Annuity Trusts (4)	Charitable Annuity Trust	MA	UUSC	T				Yes	
(2) Pooled Income Fund (1)	Pooled Income Fund	MA	UUSC	T				Yes	

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

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

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

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

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

Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

Return Reference

Explanation

Schedule R (Form 990) 2023

Additional Data[Return to Form](#)**Software ID:**
Software Version: