

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2024

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

A For the 2024 calendar year, or tax year beginning 07-01-2024, and ending 06-30-2025

- 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 \$ 15,352,929

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? H(b) Are all subordinates included? H(c) Group exemption number

I Tax-exempt status: 501(c)(3) 501(c) ( ) (insert no.) 4947(a)(1) or 527

J Website: www.uusc.org

K Form of organization: Corporation Trust Association Other

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

Part I Summary

Activities & Governance

Revenue

Expenses

Net Assets or Fund Balances

Table with 3 main sections: 1. Briefly describe the organization's mission or most significant activities. 2. Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets. 3. Revenue and Expenses table with columns for Prior Year and Current Year. 4. Net Assets or Fund Balances table with columns for Beginning of Current Year and End of Year.

Part II Signature Block

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

Sign Here: Signature of officer Mack Davidson VP & Lead Financial Officer, Date 2025-11-13

Paid Preparer Use Only: Print/Type preparer's name, Preparer's signature, Date 2025-11-13, Check if self-employed, PTIN P01342395, Firm's name CBIZ Advisors LLC, Firm's EIN 26-3753134, Firm's address 53 State Street 17th Floor Boston, MA 02109, Phone no. (617) 807-5000

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:

UUUC 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.

**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 \$ **5,251,065** including grants of \$ **1,355,909** ) (Revenue \$ **4,200** )  
Human Rights Programs - I. Climate Justice & Environmental Justice: See Schedule O.

**4b** (Code: ) (Expenses \$ **2,952,065** including grants of \$ **762,270** ) (Revenue \$ **2,361** )  
Human Rights Programs - II. Migrant Justice: See Schedule O.

**4c** (Code: ) (Expenses \$ **2,800,977** including grants of \$ **1,110,468** ) (Revenue \$ **2,240** )  
Human Rights Programs - III. Crisis Response: See Schedule O

(Code: ) (Expenses \$ **918,026** including grants of \$ **854** ) (Revenue \$ **734** )  
Activism & Justice Training, College of Social Justice

**4d** Other program services (Describe in Schedule O.)  
(Expenses \$ **918,026** including grants of \$ **854** ) (Revenue \$ **734** )

**4e Total program service expenses** **11,922,133**

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 1 through 21, with sub-questions 11a-e and 12a-b. Each row has a corresponding 'Yes' and 'No' column for the answer.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 22 through 38 regarding organizational reporting, compensation, bond issues, and related party transactions.

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

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and gaming winnings.

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

Table with 17 main rows and multiple sub-rows (a-e). Columns include question text, response boxes (e.g., 2a, 2b, 3a, 3b, 4a, 4b, 5a, 5b, 5c, 6a, 6b, 7a, 7b, 7c, 7d, 7e, 7f, 7g, 7h, 8, 9a, 9b, 10a, 10b, 11a, 11b, 12a, 12b, 13a, 13b, 13c, 14a, 14b, 15, 16, 17), and Yes/No indicators.

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 4 columns: Question, 1a, 1b, Yes, No. Rows include questions about voting members, family/business relationships, management control, asset diversions, and meeting documentation.

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

Table with 4 columns: Question, Yes, No. Rows include questions about local chapters, written policies, conflict of interest, whistleblower policy, document retention, and compensation review.

Section C. Disclosure

Table with 2 columns: Question, Answer. Row 17 asks for states where Form 990 is required. Row 18 asks about public availability of Form 1023. Row 19 asks about public availability of governing documents. Row 20 asks for name, address, and telephone number of the person with 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			
(1) Mary Katherine Morn ..... President & Lead Executive Officer	40.00			X			290,874	0	59,890
(2) Rachel Freed ..... VP & Lead Programs Officer	35.00			X			220,831	0	62,580
(3) Cassandra Ryan ..... VP & Lead Development Officer	35.00			X			215,263	0	60,665
(4) Mack Davidson ..... VP & Lead Financial Officer	35.00			X			217,721	0	34,942
(5) Salote Soqo ..... Director of Advocacy	35.00					X	137,758	0	44,002
(6) Carol Cahalane ..... Director of Finance	35.00					X	150,773	0	30,110
(7) Michael Givens ..... Director of Strategic Communications	35.00					X	141,394	0	28,526
(8) Katherine Friedman ..... Dir. of Development for Major Gifts	35.00					X	138,369	0	27,988
(9) Karen Klett ..... Dir. of Development for Membership	35.00					X	137,060	0	25,493
(10) Rev Manish Mishra-Marzetti ..... Co-Chair	1.00	X		X			0	0	0
(11) Lynn Miyamoto ..... Co-Chair	1.00	X		X			0	0	0
(12) Jim Smith ..... Treasurer	1.00	X		X			0	0	0
(13) April Nishimura ..... Secretary	1.00	X		X			0	0	0
(14) Rev Jacqueline Brett ..... Board Member	1.00	X					0	0	0
(15) Barbara Du Mond ..... Board Member	1.00	X					0	0	0
(16) Marissa Gutierrez-Vicario ..... Board Member	1.00	X					0	0	0
(17) Rohit Menezes ..... Board Member	1.00	X					0	0	0

**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) Maria Pignataro Nielsen Board Member (Until 12/31/24)	1.00	X					0	0	0
(19) Tema Okun Board Member	1.00	X					0	0	0
(20) Rev Kimberly Quinn Johnson Board Member (Until 12/31/24)	1.00	X					0	0	0
(21) Katherine Schneider Board Member	1.00	X					0	0	0
(22) David Thompson Board Member	1.00	X					0	0	0
(23) Rev Bill Sinkford Board Member	1.00	X					0	0	0
(24) Rev Janet Bush Board Member	1.00	X					0	0	0
(25) Dr Jorge Juan Rodriguez V Board Member (As of 3/1/25)	1.00	X					0	0	0
<b>1b Sub-Total</b>									
<b>c Total from continuation sheets to Part VII, Section A</b>									
<b>d Total (add lines 1b and 1c)</b>						1,650,043	0	374,196	

**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 **14**

	Yes	No
<b>3</b> Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
<b>4</b> 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	
<b>5</b> 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
Integrated Direct Marketing 1250 Connecticut Ave NW Suite 200 Washington, DC 20036	Fundraising Consulting	680,321
iCorps 300 Trade Center Suite 6540 Woburn, MA 01801	IT Services	128,784
Workflow Interiors 132 Canal St Boston, MA 02114	Office Fixed Assets	104,026

**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 **3**

**Part VIII Statement of Revenue**

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

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other Amt Similar Amounts				
<b>1a</b> Federated campaigns . . . . .		<b>1a</b>		
<b>b</b> Membership dues . . . . .		<b>1b</b>		
<b>c</b> Fundraising events . . . . .		<b>1c</b>		
<b>d</b> Related organizations		<b>1d</b>		
<b>e</b> Government grants (contributions)		<b>1e</b>		
<b>f</b> All other contributions, gifts, grants, and similar amounts not included above		<b>1f</b>	9,870,997	
<b>g</b> Noncash contributions included in lines 1a - 1f:\$		<b>1g</b>	745,587	
<b>h Total.</b> Add lines 1a-1f . . . . .				9,870,997

Program Service Revenue		Business Code	(A)	(B)	(C)	(D)
<b>2a</b> Participant Fees Learning Trips		624200	9,535	9,535		
<b>b</b>						
<b>c</b>						
<b>d</b>						
<b>e</b>						
<b>f</b> All other program service revenue.						
<b>g Total.</b> Add lines 2a-2f. . . . .			9,535			

Other Revenue				(A)	(B)	(C)	(D)
		(i) Real	(ii) Personal				
<b>3</b> Investment income (including dividends, interest, and other similar amounts)				551,338			551,338
<b>4</b> Income from investment of tax-exempt bond proceeds							
<b>5</b> Royalties . . . . .							
<b>6a</b> Gross rents	<b>6a</b>						
	<b>b</b> Less: rental expenses	<b>6b</b>		47,795			
	<b>c</b> Rental income or (loss)	<b>6c</b>		0			
	<b>d</b> Net rental income or (loss) . . . . .			47,795			47,795
<b>7a</b> Gross amount from sales of assets other than inventory	<b>7a</b>						
	<b>b</b> Less: cost or other basis and sales expenses	<b>7b</b>		4,873,264			
	<b>c</b> Gain or (loss)	<b>7c</b>		4,140,475			
	<b>d</b> Net gain or (loss) . . . . .			732,789			732,789
<b>8a</b> Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18 . . . . .	<b>8a</b>						
	<b>b</b> Less: direct expenses	<b>8b</b>					
	<b>c</b> Net income or (loss) from fundraising events . . . . .						
<b>9a</b> Gross income from gaming activities. See Part IV, line 19 . . . . .	<b>9a</b>						
	<b>b</b> Less: direct expenses	<b>9b</b>					
	<b>c</b> Net income or (loss) from gaming activities . . . . .						
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .	<b>10a</b>						
	<b>b</b> Less: cost of goods sold	<b>10b</b>					
	<b>c</b> Net income or (loss) from sales of inventory . . . . .						
<b>11a</b> Other Revenue Misc Amt		Business Code					
	<b>b</b>						
	<b>c</b>						
	<b>d</b> All other revenue . . . . .						
	<b>e Total.</b> Add lines 11a-11d . . . . .						
<b>12 Total revenue.</b> See instructions . . . . .				11,212,454	9,535	0	1,331,922

**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

<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>	<b>(A)</b> Total expenses	<b>(B)</b> Program service expenses	<b>(C)</b> Management and general expenses	<b>(D)</b> Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	881,140	881,140		
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22	1,600	1,600		
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	2,346,761	2,346,761		
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees	1,162,766	879,117	233,465	50,184
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
<b>7</b> Other salaries and wages	4,515,765	3,634,568	665,092	216,105
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	503,742	391,450	84,824	27,468
<b>9</b> Other employee benefits	850,385	693,461	122,679	34,245
<b>10</b> Payroll taxes	547,948	455,047	72,167	20,734
<b>11</b> Fees for services (non-employees):				
<b>a</b> Management				
<b>b</b> Legal	74,933	62,933	12,000	
<b>c</b> Accounting	79,188		79,188	
<b>d</b> Lobbying	33,152	33,152		
<b>e</b> Professional fundraising services. See Part IV, line 17	59,100			59,100
<b>f</b> Investment management fees				
<b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	1,407,641	1,194,772	65,397	147,472
<b>12</b> Advertising and promotion				
<b>13</b> Office expenses				
<b>14</b> Information technology	8,740	3,079	5,661	
<b>15</b> Royalties				
<b>16</b> Occupancy	71,061	42,637	17,765	10,659
<b>17</b> Travel	523,895	491,583	3,437	28,875
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings	51,715	22,066	27,842	1,807
<b>20</b> Interest				
<b>21</b> Payments to affiliates				
<b>22</b> Depreciation, depletion, and amortization	59,685	35,811	14,921	8,953
<b>23</b> Insurance	74,265	44,617	18,530	11,118
<b>24</b> 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.)				
<b>a</b> Printing & Publications	241,432	206,830	216	34,386
<b>b</b> Postage & Shipping	160,049	136,981	144	22,924
<b>c</b> Telephone	55,470	34,491	13,112	7,867
<b>d</b> Supplies	34,227	24,476	4,577	5,174
<b>e</b> All other expenses	446,943	305,561	55,192	86,190
<b>25</b> <b>Total functional expenses.</b> Add lines 1 through 24e	14,191,603	11,922,133	1,496,209	773,261
<b>26</b> <b>Joint costs.</b> 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).	374,559	318,375	0	56,184

**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
<b>Assets</b>	<b>1</b> Cash-non-interest-bearing . . . . .	1,806,559	<b>1</b>	1,906,383
	<b>2</b> Savings and temporary cash investments	6,324,337	<b>2</b>	3,559,293
	<b>3</b> Pledges and grants receivable, net . . . . .	1,072,421	<b>3</b>	1,050,000
	<b>4</b> Accounts receivable, net . . . . .	265,763	<b>4</b>	422,305
	<b>5</b> 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		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .	56,890	<b>7</b>	49,097
	<b>8</b> Inventories for sale or use . . . . .		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges . . . . .	135,040	<b>9</b>	207,730
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	<b>10a</b> 1,353,458		
	<b>b</b> Less: accumulated depreciation	<b>10b</b> 1,006,531	364,671	<b>10c</b> 346,927
	<b>11</b> Investments—publicly traded securities . . . . .	24,456,534	<b>11</b>	25,747,354
	<b>12</b> Investments—other securities. See Part IV, line 11 . . . . .	10,058,454	<b>12</b>	10,718,169
	<b>13</b> Investments—program-related. See Part IV, line 11 . . . . .		<b>13</b>	
	<b>14</b> Intangible assets . . . . .		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11	1,377,389	<b>15</b>	1,217,809
<b>16 Total assets:</b> Add lines 1 through 15 (must equal line 33) . . . . .	45,918,058	<b>16</b>	45,225,067	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	983,031	<b>17</b>	1,331,120
	<b>18</b> Grants payable . . . . .		<b>18</b>	
	<b>19</b> Deferred revenue . . . . .		<b>19</b>	
	<b>20</b> Tax-exempt bond liabilities . . . . .		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D		<b>21</b>	
	<b>22</b> 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		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .	125,000	<b>24</b>	125,000
	<b>25</b> 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	1,397,389	<b>25</b>	1,378,354
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	2,505,420	<b>26</b>	2,834,474
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions . . . . .	30,483,324	<b>27</b>	28,868,379
	<b>28</b> Net assets with donor restrictions	12,929,314	<b>28</b>	13,522,214
	<b>Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds . . . . .		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds		<b>31</b>	
	<b>32</b> Total net assets or fund balances	43,412,638	<b>32</b>	42,390,593
	<b>33</b> Total liabilities and net assets/fund balances	45,918,058	<b>33</b>	45,225,067

**Part XI Reconciliation of Net Assets**

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

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	11,212,454
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	14,191,603
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	-2,979,149
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	43,412,638
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	1,961,802
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O)	<b>9</b>	-4,698
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	<b>10</b>	42,390,593

**Part XII Financial Statements and Reporting**

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

		Yes	No
<b>1</b>	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
<b>2a</b>	Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
<b>b</b>	Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
<b>c</b>	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
<b>3a</b>	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		No
<b>b</b>	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

**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](http://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:

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- 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		
<b>Total</b>						

**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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	12,367,891	10,926,410	11,101,936	9,714,645	9,870,997	53,981,879
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf . . . . .						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge..						
<b>4 Total.</b> Add lines 1 through 3	12,367,891	10,926,410	11,101,936	9,714,645	9,870,997	53,981,879
<b>5</b> 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) . . .						4,554,223
<b>6 Public support.</b> Subtract line 5 from line 4.						49,427,656

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>7</b> Amounts from line 4. . . . .	12,367,891	10,926,410	11,101,936	9,714,645	9,870,997	53,981,879
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . . . .	219,103	243,425	558,632	707,874	599,133	2,328,167
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on. . . . .		69,090	886,108			955,198
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . . . . .				96,425		96,425
<b>11 Total support.</b> Add lines 7 through 10						57,361,669
<b>12</b> Gross receipts from related activities, etc. (see instructions) . . . . .					<b>12</b>	84,526
<b>13 First 5 years.</b> 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 <b>stop here</b> . . . . .						<input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2024 (line 6, column (f) divided by line 11, column (f)) . . . . .	<b>14</b>	86.170 %
<b>15</b> Public support percentage for 2023 Schedule A, Part II, line 14 . . . . .	<b>15</b>	87.090 %
<b>16a 33 1/3% support test—2024.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization . . . . .		<input checked="" type="checkbox"/>
<b>b 33 1/3% support test—2023.</b> 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 <b>stop here.</b> The organization qualifies as a publicly supported organization . . . . .		<input type="checkbox"/>
<b>17a 10%-facts-and-circumstances test—2024.</b> 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 <b>stop here.</b> 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>b 10%-facts-and-circumstances test—2023.</b> 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 <b>stop here.</b> 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>18 Private foundation.</b> 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

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 11 Net income from unrelated business activities not included on line 10b; 12 Other income; 13 Total support; 14 First 5 years.

Section C. Computation of Public Support Percentage

Table with 2 columns: Description, Percentage. Row 15: Public support percentage for 2024; Row 16: Public support percentage from 2023 Schedule A, Part III, line 15.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2024; Row 18: Investment income percentage from 2023 Schedule A, Part III, line 17; Row 19a: 33 1/3% support tests-2024; Row 19b: 33 1/3% support tests-2023; Row 20: Private foundation.

**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
<b>1</b>	Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in <b>Part VI</b> how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
<b>2</b>	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 <b>Part VI</b> how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
<b>3a</b>	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>b</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 <b>Part VI</b> when and how the organization made the determination.		
<b>c</b>	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in <b>Part VI</b> what controls the organization put in place to ensure such use.		
<b>4a</b>	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>b</b>	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in <b>Part VI</b> how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
<b>c</b>	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 <b>Part VI</b> 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.		
<b>5a</b>	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 <b>Part VI</b> , 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>b</b>	<b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c</b>	<b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b>	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 <b>Part VI</b> .		
<b>7</b>	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).		
<b>8</b>	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).		
<b>9a</b>	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 <b>Part VI</b> .		
<b>b</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 <b>Part VI</b> .		
<b>c</b>	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 <b>Part VI</b> .		
<b>10a</b>	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>b</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)

		Yes	No
<b>11</b>	Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b>	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>b</b>	A family member of a person described on 11a above?		
<b>c</b>	A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.</i>		

**Section B. Type I Supporting Organizations**

		Yes	No
<b>1</b>	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? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
<b>2</b>	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i>		

**Section C. Type II Supporting Organizations**

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

**Section D. All Type III Supporting Organizations**

		Yes	No
<b>1</b>	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?		
<b>2</b>	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
<b>3</b>	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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

**Section E. Type III Functionally-Integrated Supporting Organizations**

<b>1</b>	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year ( <b>see instructions</b> ):		
<b>a</b>	<input type="checkbox"/> The organization satisfied the Activities Test. Complete <b>line 2</b> below.		
<b>b</b>	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete <b>line 3</b> below.		
<b>c</b>	<input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a government entity (see instructions)		
<b>2</b>	Activities Test. <b>Answer lines 2a and 2b below.</b>		
<b>a</b>	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
<b>b</b>	Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
<b>3</b>	Parent of Supported Organizations. <b>Answer lines 3a and 3b below.</b>		
<b>a</b>	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No", provide details in Part VI.</i>		
<b>b</b>	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI. the role played by the organization in this regard.</i>		

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

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

**Section A - Adjusted Net Income**

(A) Prior Year

(B) Current Year  
(optional)

- |   |          |  |  |
|---|----------|--|--|
| <b>1</b> Net short-term capital gain  | <b>1</b> |  |  |
| <b>2</b> Recoveries of prior-year distributions   | <b>2</b> |  |  |
| <b>3</b> Other gross income (see instructions)  | <b>3</b> |  |  |
| <b>4</b> Add lines 1 through 3  | <b>4</b> |  |  |
| <b>5</b> Depreciation and depletion   | <b>5</b> |  |  |
| <b>6</b> 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) | <b>6</b> |  |  |
| <b>7</b> Other expenses (see instructions)  | <b>7</b> |  |  |
| <b>8 Adjusted Net Income</b> (subtract lines 5, 6 and 7 from line 4)  | <b>8</b> |  |  |

**Section B - Minimum Asset Amount**

(A) Prior Year

(B) Current Year  
(optional)

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

**Section C - Distributable Amount**

Current Year

- |  |          |  |
|--|----------|--|
| <b>1</b> Adjusted net income for prior year (from Section A, line 8, Column A)   | <b>1</b> |  |
| <b>2</b> Enter 85% of line 1   | <b>2</b> |  |
| <b>3</b> Minimum asset amount for prior year (from Section B, line 8, Column A)  | <b>3</b> |  |
| <b>4</b> Enter greater of line 2 or line 3   | <b>4</b> |  |
| <b>5</b> Income tax imposed in prior year  | <b>5</b> |  |
| <b>6 Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions) | <b>6</b> |  |

- 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
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	<b>1</b>	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	<b>2</b>	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	<b>3</b>	
<b>4</b> Amounts paid to acquire exempt-use assets	<b>4</b>	
<b>5</b> Qualified set-aside amounts (prior IRS approval required - provide details in <b>Part VI</b> )	<b>5</b>	
<b>6</b> Other distributions (describe in <b>Part VI</b> ). See instructions	<b>6</b>	
<b>7 Total annual distributions.</b> Add lines 1 through 6.	<b>7</b>	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive (provide details in <b>Part VI</b> ). See instructions	<b>8</b>	
<b>9</b> Distributable amount for 2024 from Section C, line 6	<b>9</b>	
<b>10</b> Line 8 amount divided by Line 9 amount	<b>10</b>	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
<b>1</b> Distributable amount for 2024 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2024 (reasonable cause required-- explain in <b>Part VI</b> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2024:			
<b>a</b> From 2019. . . . .			
<b>b</b> From 2020. . . . .			
<b>c</b> From 2021. . . . .			
<b>d</b> From 2022. . . . .			
<b>e</b> From 2023. . . . .			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2024 distributable amount			
<b>i</b> Carryover from 2019 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
<b>4</b> Distributions for 2024 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2024 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from line 4.			
<b>5</b> Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>6</b> Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>7 Excess distributions carryover to 2025.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2020. . . . .			
<b>b</b> Excess from 2021. . . . .			
<b>c</b> Excess from 2022. . . . .			
<b>d</b> Excess from 2023. . . . .			
<b>e</b> Excess from 2024. . . . .			

**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

## **Additional Data**

**Return to Form**

**Software ID:**

**Software Version:**

**Schedule of Contributors**

▶ Attach to Form 990, 990-EZ, or 990-PF.  
 ▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

Name of the organization Unitarian Universalist Service Committee Inc	<b>Employer identification number</b> 04-6186012
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**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 33<sup>1</sup>/<sub>3</sub>% 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.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
-		\$	<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	<b>Employer identification number</b>  04-6186012
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**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](http://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	<b>Employer identification number</b>  04-6186012
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**Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.**

**1** Provide a description of the organization's direct and indirect political campaign activities in Part IV. 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-.
<b>1</b>				
<b>2</b>				
<b>3</b>				
<b>4</b>				
<b>5</b>				
<b>6</b>				

**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.

<b>Limits on Lobbying Expenditures</b> <b>(The term "expenditures" means amounts paid or incurred.)</b>	<b>(a)</b> Filing organization's totals	<b>(b)</b> Affiliated group totals
<b>1a</b> Total lobbying expenditures to influence public opinion (grass roots lobbying) .....	15,000	
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying) .....	18,152	
<b>c</b> Total lobbying expenditures (add lines 1a and 1b) .....	33,152	
<b>d</b> Other exempt purpose expenditures .....	13,385,190	
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d) .....	13,418,342	
<b>f</b> Lobbying nontaxable amount. Enter the amount from the following table in both columns.	820,917	
<b>If the amount on line 1e, column (a) or (b) is:</b>	<b>The lobbying nontaxable amount is:</b>	
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.	
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f) .....	205,229	
<b>h</b> Subtract line 1g from line 1a. If zero or less, enter -0- .....	0	
<b>i</b> Subtract line 1f from line 1c. If zero or less, enter -0- .....	0	
<b>j</b> 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.)**

<b>Lobbying Expenditures During 4-Year Averaging Period</b>					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
<b>2a</b> Lobbying nontaxable amount	602,968	717,495	730,378	820,917	2,871,758
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					4,307,637
<b>c</b> Total lobbying expenditures	68,882	31,770	25,201	33,152	159,005
<b>d</b> Grassroots nontaxable amount	150,742	179,374	182,595	205,229	717,940
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					1,076,910
<b>f</b> Grassroots lobbying expenditures	42,809	15,725	9,278	15,000	82,812

**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
<b>1</b> 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:			
<b>a</b> Volunteers? .....			
<b>b</b> Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? .....			
<b>c</b> Media advertisements? .....			
<b>d</b> Mailings to members, legislators, or the public? .....			
<b>e</b> Publications, or published or broadcast statements? .....			
<b>f</b> Grants to other organizations for lobbying purposes? .....			
<b>g</b> Direct contact with legislators, their staffs, government officials, or a legislative body? .....			
<b>h</b> Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? .....			
<b>i</b> Other activities? .....			
<b>j</b> Total. Add lines 1c through 1i .....			
<b>2a</b> Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? .....			
<b>b</b> If "Yes," enter the amount of any tax incurred under section 4912 .....			
<b>c</b> If "Yes," enter the amount of any tax incurred by organization managers under section 4912 .....			
<b>d</b> 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
<b>1</b> Were substantially all (90% or more) dues received nondeductible by members? .....	<b>1</b>	
<b>2</b> Did the organization make only in-house lobbying expenditures of \$2,000 or less? .....	<b>2</b>	
<b>3</b> Did the organization agree to carry over lobbying and political expenditures from the prior year? .....	<b>3</b>	

**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."**

<b>1</b> Dues, assessments and similar amounts from members .....	<b>1</b>	
<b>2</b> Section 162(e) nondeductible lobbying and political expenditures ( <b>do not include amounts of political expenses for which the section 527(f) tax was paid</b> ).		
<b>a</b> Current year .....	<b>2a</b>	
<b>b</b> Carryover from last year .....	<b>2b</b>	
<b>c</b> Total .....	<b>2c</b>	
<b>3</b> Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	<b>3</b>	
<b>4</b> 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? .....	<b>4</b>	
<b>5</b> Taxable amount of lobbying and political expenditures. See Instructions .....	<b>5</b>	

**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

(Rev. January 2025)  
Department of the Treasury  
Internal Revenue Service

▶ **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](http://www.irs.gov/Form990) for instructions and the latest information.**

**Open to Public Inspection**

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

**Employer identification number**

04-6186012

**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year . . . . .		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year . . . . .		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? . . . . .  Yes  No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? . . . . .  Yes  No

**Part II Conservation Easements.**

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).

Preservation of land for public use (e.g., recreation or education)  Preservation of an historically important land area

Protection of natural habitat  Preservation of a certified historic structure

Preservation of open space

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

	Held at the End of the Year
a Total number of conservation easements . . . . .	2a
b Total acreage restricted by conservation easements . . . . .	2b
c Number of conservation easements on a certified historic structure included in (a) . . . . .	2c
d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register . . . . .	2d

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? . . . . .  Yes  No

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? . . . . .  Yes  No

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

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

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

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

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

(i) Revenue included on Form 990, Part VIII, line 1 . . . . . ▶ \$ \_\_\_\_\_

(ii) Assets included in Form 990, Part X . . . . . ▶ \$ \_\_\_\_\_

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

a Revenue included on Form 990, Part VIII, line 1 . . . . . ▶ \$ \_\_\_\_\_

b Assets included in Form 990, Part X . . . . . ▶ \$ \_\_\_\_\_

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:
Table with columns: Description, Amount
c Beginning balance
d Additions during the year
e Distributions during the year
f Ending balance
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.

Table with 6 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows include: 1a Beginning of year balance, b Contributions, c Net investment earnings, gains, and losses, d Grants or scholarships, e Other expenditures for facilities and programs, f Administrative expenses, g End of year balance.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
a Board designated or quasi-endowment 66.331 %
b Permanent endowment
c Term endowment 33.669 %
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
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.

Table with 4 columns: (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value. Rows include: 1a Land, b Buildings, c Leasehold improvements, d Equipment, e Other, Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).)

**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.

Table with 3 columns: (a) Description of security or category, (b) Book value, (c) Method of valuation. Rows include Financial derivatives, Closely-held equity interests, Other, Government Issued Securities, Corporate Bonds, Assets Related to Pooled Funds, and a Total row.

**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.

Table with 3 columns: (a) Description of investment, (b) Book value, (c) Method of valuation. Rows 1 through 9 and a Total row.

**Part IX Other Assets.**

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

Table with 2 columns: (a) Description, (b) Book value. Rows 1 through 9 and a Total row.

**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.

Table with 2 columns: (a) Description of liability, (b) Book value. Rows include Federal income taxes, Gift Annuities Payable, Pooled Income Deferred Revenue, Right-of-use liability, and a Total row.

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.

<b>1</b>	Total revenue, gains, and other support per audited financial statements . . . . .		<b>1</b>	13,169,558
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
<b>a</b>	Net unrealized gains (losses) on investments . . . . .	<b>2a</b>	1,961,802	
<b>b</b>	Donated services and use of facilities . . . . .	<b>2b</b>		
<b>c</b>	Recoveries of prior year grants . . . . .	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIII.) . . . . .	<b>2d</b>	-4,698	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>	1,957,104	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .	<b>3</b>	11,212,454	
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line <b>1</b> :			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>		
<b>b</b>	Other (Describe in Part XIII.) . . . . .	<b>4b</b>		
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>	0	
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.) . . . . .	<b>5</b>	11,212,454	

**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.

<b>1</b>	Total expenses and losses per audited financial statements . . . . .		<b>1</b>	14,191,603
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
<b>a</b>	Donated services and use of facilities . . . . .	<b>2a</b>		
<b>b</b>	Prior year adjustments . . . . .	<b>2b</b>		
<b>c</b>	Other losses . . . . .	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIII.) . . . . .	<b>2d</b>		
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>	0	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .	<b>3</b>	14,191,603	
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line <b>1</b> :			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>		
<b>b</b>	Other (Describe in Part XIII.) . . . . .	<b>4b</b>		
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>	0	
<b>5</b>	Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.) . . . . .	<b>5</b>	14,191,603	

**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 -4,698.

## **Additional Data**

[\*\*Return to Form\*\*](#)

**Software ID:**

**Software Version:**

# Statement of Activities Outside the United States

OMB No. 1545-0047

▶ **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](http://www.irs.gov/Form990) for instructions and the latest information.**

**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		664,000
(2) East Asia and the Pacific	0	0	Grants to Recipients Located in the Region		1,051,981
(3) Europe (Including Iceland & Greenland)	0	0	Grants to Recipients Located in the Region		431,500
(4) North America	0	0	Grants to Recipients Located in the Region		199,280
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
<b>3a</b> Sub-total . . . . .	0	0			2,346,761
<b>b</b> Total from continuation sheets to Part I . . . . .	0	0			0
<b>c Totals</b> (add lines 3a and 3b)	0	0			2,346,761

**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	73,000	Wire Transfer	0		
(2)			Central America and the Caribbean	Humanitarian Assistance	49,000	Wire Transfer	0		
(3)			Central America and the Caribbean	Humanitarian Assistance	49,000	Wire Transfer	0		
(4)			Central America and the Caribbean	Humanitarian Assistance	50,000	Wire Transfer	0		
(5)			Central America and the Caribbean	Humanitarian Assistance	58,000	Wire Transfer	0		
(6)			Central America and the Caribbean	Humanitarian Assistance	32,000	Wire Transfer	0		
(7)			Central America and the Caribbean	Humanitarian Assistance	49,000	Wire Transfer	0		
(8)			Central America and the Caribbean	Humanitarian Assistance	49,000	Wire Transfer	0		
(9)			Central America and the Caribbean	Humanitarian Assistance	29,000	Wire Transfer	0		
(10)			Central America and the Caribbean	Humanitarian Assistance	55,000	Wire Transfer	0		
(11)			Central America and the Caribbean	Humanitarian Assistance	48,000	Wire Transfer	0		
(12)			Central America and the Caribbean	Humanitarian Assistance	48,000	Wire Transfer	0		
(13)			Central America and the Caribbean	Humanitarian Assistance	35,000	Wire Transfer	0		
(14)			Central America and the Caribbean	Humanitarian Assistance	40,000	Wire Transfer	0		
(15)			East Asia and the Pacific	Humanitarian Assistance	20,000	Wire Transfer	0		
(16)			East Asia and the Pacific	Humanitarian Assistance	64,400	Wire Transfer	0		
(17)			East Asia and the Pacific	Humanitarian Assistance	25,000	Wire Transfer	0		
(18)			East Asia and the Pacific	Humanitarian Assistance	20,000	Wire Transfer	0		
(19)			East Asia and the Pacific	Humanitarian Assistance	25,000	Wire Transfer	0		
(20)			East Asia and the Pacific	Humanitarian Assistance	25,000	Wire Transfer	0		
(21)			East Asia and the Pacific	Humanitarian Assistance	12,000	Wire Transfer	0		
(22)			East Asia and the Pacific	Humanitarian Assistance	54,000	Wire Transfer	0		
(23)			East Asia and the Pacific	Humanitarian Assistance	15,000	Wire Transfer	0		
(24)			East Asia and the Pacific	Humanitarian Assistance	20,000	Wire Transfer	0		
(25)			East Asia and the Pacific	Humanitarian Assistance	54,000	Wire Transfer	0		
(26)			East Asia and the Pacific	Humanitarian Assistance	20,000	Wire Transfer	0		
(27)			East Asia and the Pacific	Humanitarian Assistance	10,000	Wire Transfer	0		
(28)			East Asia and the Pacific	Humanitarian Assistance	10,000	Wire Transfer	0		
(29)			East Asia and the Pacific	Humanitarian Assistance	77,500	Wire Transfer	0		
(30)			East Asia and the Pacific	Humanitarian Assistance	15,000	Wire Transfer	0		
(31)			East Asia and the Pacific	Humanitarian Assistance	35,000	Wire Transfer	0		
(32)			East Asia and the Pacific	Humanitarian Assistance	45,000	Wire Transfer	0		
(33)			East Asia and the Pacific	Humanitarian Assistance	59,000	Wire Transfer	0		
(34)			East Asia and the Pacific	Humanitarian Assistance	81,500	Wire Transfer	0		
(35)			East Asia and the Pacific	Humanitarian Assistance	10,000	Wire Transfer	0		
(36)			East Asia and the Pacific	Humanitarian Assistance	15,000	Wire Transfer	0		
(37)			East Asia and the Pacific	Humanitarian Assistance	20,000	Wire Transfer	0		
(38)			East Asia and the Pacific	Humanitarian Assistance	25,000	Wire Transfer	0		
(39)			East Asia and the Pacific	Humanitarian Assistance	25,000	Wire Transfer	0		
(40)			East Asia and the Pacific	Humanitarian Assistance	25,000	Wire Transfer	0		
(41)			East Asia and the Pacific	Humanitarian Assistance	20,000	Wire Transfer	0		
(42)			East Asia and the Pacific	Humanitarian Assistance	25,000	Wire Transfer	0		
(43)			East Asia and the Pacific	Humanitarian Assistance	69,000	Wire Transfer	0		
(44)			East Asia and the Pacific	Humanitarian Assistance	59,000	Wire Transfer	0		
(45)			East Asia and the Pacific	Humanitarian Assistance	69,581	Wire Transfer	0		
(46)			Europe	Humanitarian Assistance	15,000	Wire Transfer	0		
(47)			Europe	Humanitarian Assistance	30,000	Wire Transfer	0		
(48)			Europe	Humanitarian Assistance	25,000	Wire Transfer	0		
(49)			Europe	Humanitarian Assistance	55,000	Wire Transfer	0		
(50)			Europe	Humanitarian Assistance	5,500	Wire Transfer	0		
(51)			Europe	Humanitarian Assistance	20,000	Wire Transfer	0		
(52)			Europe	Humanitarian Assistance	20,000	Wire Transfer	0		
(53)			Europe	Humanitarian Assistance	30,000	Wire Transfer	0		
(54)			Europe	Humanitarian Assistance	30,000	Wire Transfer	0		
(55)			Europe	Humanitarian Assistance	20,000	Wire Transfer	0		
(56)			Europe	Humanitarian Assistance	20,000	Wire Transfer	0		
(57)			Europe	Humanitarian Assistance	30,000	Wire Transfer	0		
(58)			Europe	Humanitarian Assistance	78,000	Wire Transfer	0		
(59)			Europe	Humanitarian Assistance	20,000	Wire Transfer	0		
(60)			Europe	Humanitarian Assistance	30,000	Wire Transfer	0		
(61)			North America	Humanitarian Assistance	11,280	Wire Transfer	0		
(62)			North America	Humanitarian Assistance	49,000	Wire Transfer	0		
(63)			North America	Humanitarian Assistance	54,000	Wire Transfer	0		
(64)			North America	Humanitarian Assistance	34,000	Wire Transfer	0		
(65)			North America	Humanitarian Assistance	51,000	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 66

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.

<b>(a)</b> Type of grant or assistance	<b>(b)</b> Region	<b>(c)</b> Number of recipients	<b>(d)</b> Amount of cash grant	<b>(e)</b> Manner of cash disbursement	<b>(f)</b> Amount of noncash assistance	<b>(g)</b> Description of noncash assistance	<b>(h)</b> 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**

**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](http://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	680,321	0
2						
3						
4						
5						
6						
7						
8						
9						
10						
<b>Total</b>					680,321	

**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.

**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))
<b>Revenue</b>	<b>1</b> Gross receipts . . . . .				
	<b>2</b> Less: Contributions . . . . .				
	<b>3</b> Gross income (line 1 minus line 2) . . . . .				
<b>Direct Expenses</b>	<b>4</b> Cash prizes . . . . .				
	<b>5</b> Noncash prizes . . . . .				
	<b>6</b> Rent/facility costs . . . . .				
	<b>7</b> Food and beverages . . . . .				
	<b>8</b> Entertainment . . . . .				
	<b>9</b> Other direct expenses . . . . .				
	<b>10</b> Direct expense summary. Add lines 4 through 9 in column (d) . . . . . ▶				
	<b>11</b> 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))
		<b>1</b> Gross revenue . . . . .			
<b>Direct Expenses</b>	<b>2</b> Cash prizes . . . . .				
	<b>3</b> Noncash prizes . . . . .				
	<b>4</b> Rent/facility costs . . . . .				
	<b>5</b> Other direct expenses . . . . .				
<b>6</b> 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		
<b>7</b> Direct expense summary. Add lines 2 through 5 in column (d) . . . . . ▶					
<b>8</b> 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
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**Schedule I  
(Form 990)**  
  
(Rev. January 2025)  
  
Department of the Treasury  
Internal Revenue Service

**Grants and Other Assistance to Organizations,  
Governments and Individuals in the United States**

OMB No. 1545-0047

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](http://www.irs.gov/Form990) for instructions and the latest information.

**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) First Parish in Malden 2 Elm Street Malden, MA 02148	23-7099111	501(c)(3)	106,000	0			Support rapid response protection & security measures for
(2) Faith in Democracy 1279 Paces Forest Dr Atlanta, GA 30327	99-0645675	501(c)(3)	88,640	0			Convene global progressive faith leaders
(3) Georgia Latino Alliance For Human Rights 7 Dunwoody Park Suite 110 Atlanta, GA 30338	76-0809155	501(c)(3)	60,000	0			FY25 grant to Georgia Latino Alliance for Human Rights
(4) United States Campaign for Burma PO Box 34126 Washington, DC 20043	27-0843682	501(c)(3)	58,000	0			Support advocacy on human rights & democracy in Burma
(5) Lowlander Center Inc 106 Sandalwood Drive Gray, CA 70359	46-4993987	501(c)(3)	55,000	0			Bolster Lowlander Center and the Tribal Nations it serves
(6) Grassroots International 179 Boylston St 4 Jamaica Plain, MA 02130	04-2791159	501(c)(3)	25,000	0			Support partners facing crimes against humanity
(7) School of the Americas Watch Educational Fund 225E 26th Street Suite 7 Tucson, AZ 85713	27-4096953	501(c)(3)	50,000	0			Support Indigenous, Black, mestizo & peasant movement leader
(8) UndocuBlack Network Inc 1032 15th Street NW Suite 415 Washington, DC 01502	86-3899115	501(c)(3)	40,000	0			Support any and all aspects of UndocuBlack's work
(9) Unitarian Universalist Justice Ministry of North Carolina PO Box 61966 Durham, NC 27716	82-2653685	501(c)(3)	39,000	0			Support the organizing & mobilization of UU's in North Carolina
(10) Asylum Pride House 450 N 18th Street Unit 545 Philadelphia, PA 19130	92-1375642	501(c)(3)	30,000	0			Costs for an apartment which houses criminalized community
(11) Center for Transformative Action 119 Anabel Taylor Hall Ithaca, NY 14853	16-0990318	501(c)(3)	30,000	0			Support and & all aspects of the QDEP
(12) Central American Resource Center 2845 West 7th Street Los Angeles, CA 90005	95-3867724	501(c)(3)	30,000	0			Support any & all aspects of the National TPS Alliance
(13) Earthrights International Inc 1612 K Street Suite 800 Washington, DC 20006	04-3265555	501(c)(3)	30,000	0			FY25 Grant to EarthRights International
(14) Center for Disaster Philanthropy Inc 1 Thomas Cir Ste 700 Washington, DC 20005	45-5257937	501(c)(3)	25,000	0			Address the catastrophic HR crisis on the ground Sudan
(15) Peace Development Fund 44 North Prospect Street Amherst, MA 01004	04-2738794	501(c)(3)	25,000	0			Advance the food sovereignty productive engagement.
(16) Foundation Cristosal 401 W Division Drive 9641 Syracuse, NY 13290	03-0366224	501(c)(3)	20,000	0			Cover cost to investigate human rights violations &

grave crimes

(17) Foundation for the Austin Sanctuary Network  
3514 Pinnacle Rd  
Austin, TX 78746

82-2653572

501(c)(3)

20,000

0

Support any and all aspects of the Austin Sanctuary Network

(18) Institute For Justice and Democracy in Haiti Inc  
892 Plain Street Suite 1  
Marshfield, MA 02051

03-0541424

501(c)(3)

20,000

0

Support the work to address the root causes of injustice

(19) New York University  
665 Broadway Suite 801  
New York, NY 10012

13-5562308

501(c)(3)

20,000

0

Support the amplification of GJC's reparations report

(20) Rural Community Workers Alliance  
60731 Hwy M  
Milan, MS 38556

61-1718871

501(c)(3)

20,000

0

Support any and all aspects of RCWA's work

(21) Women in Migration Network INC  
12 Dongan Place 206  
New York, NY 00206

92-2417437

501(c)(3)

15,000

0

Provide general operating support to WIMN

(22) Black Diaspora Liberty  
525 Glen Iris Drive NE Unit 2509  
Atlanta, GA 30308

33-1491342

501(c)(3)

10,000

0

To help seed the BDLI launched by the former co-ED of QDEP

(23) BorderLinks  
620 S 6th Street Avenue  
Tucson, AZ 85701

86-0760505

501(c)(3)

10,000

0

Enhance the capacity to mobilize for local deportation defense

(24) EDGE Funders Alliance  
2021 Fillmore St 66  
San Francisco, CA 94115

20-8211195

501(c)(3)

10,000

0

Support EDGE Funders Alliance's work to organize philanthropic events

(25) Florida Immigrant Coalition Inc  
2800 Biscayne Blvd Suite 300  
Miami, FL 33138

20-2123833

501(c)(3)

10,000

0

Build & strengthen the political power of the Haitian Diaspora

(26) Panorama Global  
2101 4th Avenue Suite 2100  
Seattle, DC 98121

81-4204119

501(c)(3)

10,000

0

Support HRFN's work to organize human rights funders

(27) The Justice Center at All People  
4934 Brownsboro Rd  
Louisville, KY 40222

61-0593460

501(c)(3)

10,000

0

Support the Clergy Resistance Network & the Justice Center

**2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 27

**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**

[Return to Form](#)

**Software ID:**  
**Software Version:**

# Compensation Information

**For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**

▶ **Attach to Form 990.**

▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

OMB No. 1545-0047

**Open to Public Inspection**

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"/> Travel for companions <input type="checkbox"/> Tax idemnification and gross-up payments <input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Housing allowance or residence for personal use <input type="checkbox"/> Payments for business use of personal residence <input type="checkbox"/> Health or social club dues or initiation fees <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<br><input checked="" type="checkbox"/> Independent compensation consultant<br><input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Written employment contract<br><input checked="" type="checkbox"/> Compensation survey or study<br><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
<b>1a</b>		
<b>1b</b>		
<b>2</b>		
<b>3</b>		
<b>4a</b>		No
<b>4b</b>		No
<b>4c</b>		No
<b>5a</b>		No
<b>5b</b>		No
<b>6a</b>		No
<b>6b</b>		No
<b>7</b>	Yes	
<b>8</b>		No
<b>9</b>		

**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				
<b>1</b> Mary Katherine Morn President & Lead Executive Officer	(i)	290,874	0	0	32,936	26,954	350,764	0
	(ii)	0	0	0	0	0	0	0
<b>2</b> Rachel Freed VP & Lead Programs Officer	(i)	216,402	4,429	0	24,847	37,733	283,411	0
	(ii)	0	0	0	0	0	0	0
<b>3</b> Cassandra Ryan VP & Lead Development Officer	(i)	210,918	4,345	0	24,375	36,290	275,928	0
	(ii)	0	0	0	0	0	0	0
<b>4</b> Mack Davidson VP & Lead Financial Officer	(i)	212,519	5,202	0	23,575	11,367	252,663	0
	(ii)	0	0	0	0	0	0	0
<b>5</b> Salote Soqo Director of Advocacy	(i)	133,586	4,172	0	14,183	29,819	181,760	0
	(ii)	0	0	0	0	0	0	0
<b>6</b> Carol Cahalane Director of Finance	(i)	150,773	0	0	17,046	13,064	180,883	0
	(ii)	0	0	0	0	0	0	0
<b>7</b> Michael Givens Director of Strategic Communications	(i)	132,315	9,079	0	15,255	13,271	169,920	0
	(ii)	0	0	0	0	0	0	0
<b>8</b> Katherine Friedman Dir. of Development for Major Gifts	(i)	134,290	4,079	0	15,255	12,733	166,357	0
	(ii)	0	0	0	0	0	0	0
<b>9</b> Karen Klett Dir. of Development for Membership	(i)	133,043	4,017	0	15,024	10,469	162,553	0
	(ii)	0	0	0	0	0	0	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
Schedule J Form 990 - Line 7	Bonuses were paid to all qualified staff members based upon their annual performance review.

## **Additional Data**

**Return to Form**

**Software ID:**

**Software Version:**

# Noncash Contributions

**2024**

**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](http://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	37	745,587	Mean Value on Gift
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
<b>30a</b>		No
<b>31</b>	Yes	
<b>32a</b>		No
<b>33</b>		

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

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

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

**b** If "Yes," describe in Part II.

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

**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**

OMB No. 1545-0047

**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.**

**Open to Public Inspection**

**Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

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 Grantmaking In the past year, UUSC made over 100 grants and amendments worth over \$3 million to grassroots organizations working to advance human rights in countries around the world. Due to the heightening state of humanitarian crisis around the globe, UUSC increased our grantmaking. In the latter half of FY2025, we distributed over \$900,000 in rapid response grants to support community organizing and safety over and above our scheduled grantmaking goals. 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 FY25, over 90% of UUSC grant funds were designated as general operating support for partners. Over 85% of our partnerships are with organizations led by directly-impacted individuals. This is especially important in a global environment in which organizations increasingly face threats from authoritarian governments limiting the space civil society can make positive change. UUSC employs a robust screening process of its grantees, which includes vetting for compliance with relevant anti-terrorism, corruption, and sanctions laws. 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. We measure impact using our 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. - Partners and UUSC supporters increase their capacity for addressing the human rights and social justice needs of their communities. - 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. - UUSC works to model a culture among International NGOs, human rights funding networks, and other social justice stakeholders that is equitable, antiracist, anticolonial, and partner led. UUSC Impact Highlights The following are ten highlights from our work over the last year. These selections help us illustrate the extent to which our work is supporting our overall impact and accountability outcomes, as we strive to make progress on our mission. 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. - UUSC supports the capacity of grassroots partners to carry out their human rights work, for instance: UUSC was able to deploy over \$900,000 in rapid response community support grants over and above the annual budget with no substantial increase in staff or capacity, growing the capacity of grassroots organizations to respond to crises. -UUSC supports grassroots partners' advocacy capacity, for instance: UUSC supported Indigenous Nations in submitting information on displacement and human rights abuses to the United States' Universal Periodic Review process; supported a Haitian human rights organization in a submission to the United Nations Committee on the Status of Women Communication to pressure the Dominican Republic to uphold the rights of people of Haitian descent; and engages in a range of education with Congressional staff to advance self determination and rights in the places our partners work. - UUSC mobilizes supporters and allies to support human rights, for instance: UUSC organized an interfaith letter urging additional humanitarian support to those impacted by natural disasters in Burma and engage UU Congregations in accompaniment work to protect individuals and families targeted by discrimination and persecution in the US. - UUSC equips UUSC supporters with the knowledge needed for responsible action and solidarity for social justice movements, for instance: UUSC and the College of Social Justice built and facilitated the UU Climate Justice Revival, which engaged nearly 40% of UU congregations in discussions and training around climate justice. - UUSC holds events and initiatives that provide supporters about activism, allyship, and organizing, for instance: UUSC hosted a Hill Day during which we accompanied over 100 participants to visit 100 senate offices and key Congressional offices, engaging in education around UUSC's partners' human rights needs. - UUSC engages and educates donors and members on how our partners' work connects with global systems of justice, human rights, and oppression, for instance: UUSC hosted a Haiti Human Rights Teach In for International Human Rights Day; educated members and supporters face to face with 67 congregational visits; coordinates leadership opportunities for congregational liaisons who wish to engage more deeply in human rights and social justice work; and brought supporters and grassroots partners together for Partner Advocacy Days. - UUSC provides opportunities for supporters to engage in advocacy and action, for instance: In response to growing authoritarianism, UUSC launched a new Resistance Network. - UUSC engages in narrative changes work to dismantle oppressive narratives, for instance: Our newsletter Rights Now shares partner-centered storytelling around human rights challenges in Sudan, Ukraine, and elsewhere; we reported out the Pacific Rising convening, sharing examples of community-led grantmaking practices and collaborative-design practices that funders and state actors can learn, to be less extractive in their work. - UUSC convenes spaces where grassroots partners can share knowledge, learnings, and strategize, for instance: UUSC hosted a convening of partners working in and around Burma, the Pacific, and Mesoamerica in the past year. - UUSC provides financial and logistical support and accompaniment for grassroots partners to engage in decision-making spaces at the national and international level, for instance: UUSC accompanied partners and organized panels and engagement opportunities to the Commission on the Status of Women 69th Session; the UN Permanent Forum on Indigenous Issues 24th session, and other international fora. For more information about UUSC's work, please visit our website at <a href="http://uusc.org">uusc.org</a></p>
<p>Form 990, Part III, Line 4a:</p>	<p>Environmental Justice UUSC's climate justice work centers upholding the self-determination of communities and Indigenous peoples in the face of climate change and climate forced displacement. We support grassroots organizations in the Pacific and Americas facing displacement due to climate change. We center the right to self determination of communities in the face of displacement and advocate and provide guidance to communities and all levels of government on how to advance community-led processes and meaningful community engagement. We convene and build bridges to support grassroots leaders in advocating for their rights before government and international bodies, and advance narrative change work such that the</p>

Return Reference	Explanation
	stories of communities impacted by climate change and their rights are centered and upheld.
Form 990, Part III, Line 4b:	Migration Justice We support grassroots and worker-led movements challenging systemic oppression or pursuing systemic alternatives to the root causes of injustice so they can grow stronger and continue their work for the long-term. We uphold the rights of Human rights and environmental defenders and their resistance efforts, helping to ensure that their rights are protected across the region (including in the US), leading to stronger protections for rights, land, territories, and nature. We contribute to discourse change such that the stories we tell about migration and the region to accurately reflect the systemic roots of human rights abuses and impacts in the region. We advance tactics and support partners who protect and uphold the Freedom and rights of people displaced and in migration.
Form 990, Part III, Line 4c:	Crisis Response When we feel we can make an impact and it is strategic to do so, UUSC develops programmatic work in response to emerging natural disasters and complex humanitarian crises throughout the world. In recent years, UUSC has developed programmatic work in response to Russian aggression in Ukraine; we responded to natural disasters like Hurricane Dorian in the Bahamas; as well as crisis events in Burma, Haiti, and beyond. In crisis response situations, UUSC identifies and supports grassroots organizations that are often overlooked by mainstream humanitarian relief and commits to multi-year support, not one-off approaches.
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 &amp; 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 FY25, UUCSJ developed and successfully led an experiential education program called "Practice the Practice: Experiential Education for Religious Professionals." Religious professionals are a diverse group that includes clergy, directors of religious education, seminarians, and many others. They come from many different communities and are at various stages of their own learning about what it means to be in solidarity with grassroots movements in a responsible way. Many of them, regardless of their stages of learning, are expected to lead experiential education journeys for their work. UUCSJ provided a much needed intervention that allowed professionals to skill up together and not at the expense of community partners. For the practicum for this program, UUCSJ hosted a journey in New Orleans, Louisiana for the Practice the Practice course, called PTP 2024 New Orleans Abolition: Surviving and Flourishing as a Collective (Place-based Justice Education). This experiential journey to New Orleans was the culmination of a series of sessions that began with an online and community of practice components. As one participant of the program shared, UUCSJ "built a practice that enabled us to explore and embody Bernice King's statement that social justice is LOVE applied to systems, policies and cultures." Feedback from the community partners who supported the event celebrated that the program had been experienced locally as generative and not extractive in the ways usually associated with learning delegations. In ongoing work, UUCSJ continues to partner with BorderLinks, which has 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 FY25, 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</p>

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	their activism to their faith and the intersectional work of climate justice and look forward to sharing the impacts of this labor in the FY25 narrative. UUCSJ has also held the bulk of the responsibility for planning the 2024 United Nations Multigenerational Seminar, scheduled for the third weekend of September, which we will also share more about in the FY25 narrative.
Form 990, Part VI, Section A, line 6	A party who has made a donation in the last twelve months is considered a UUSC member. This is the only class of organizational member.
Form 990, Part VI, Section A, line 7b	UUSC members are entitled to voting rights specified by Massachusetts statute.
Form 990, Part VI, Section B, line 11b	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 VI, Line 13:	UUSC is currently updating its existing whistleblower policy.
Form 990, Part VI, Line 14:	UUSC has been informally adhering to such a policy for a number of years. It is in the process of codifying that policy.
Form 990, Part XI, line 9:	Change in Value of Split-interest Gifts -4,698.

## **Additional Data**

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**SCHEDULE R  
(Form 990)**

(Rev. January 2025)

Department of the Treasury  
Internal Revenue Service

**Related Organizations and Unrelated Partnerships**

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

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**Open to Public  
Inspection**

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
<b>(1)</b> Charitable Annuity Trusts (4)	Charitable Annuity Trust	MA	UUSC	T				Yes	
<b>(2)</b> 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?

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

	Yes	No
<b>1a</b>		No
<b>1b</b>		No
<b>1c</b>		No
<b>1d</b>		No
<b>1e</b>		No
<b>1f</b>		No
<b>1g</b>		No
<b>1h</b>		No
<b>1i</b>		No
<b>1j</b>		No
<b>1k</b>		No
<b>1l</b>		No
<b>1m</b>		No
<b>1n</b>		No
<b>1o</b>		No
<b>1p</b>		No
<b>1q</b>		No
<b>1r</b>		No
<b>1s</b>		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.

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Schedule R (Form 990) (Rev. 1-2025)

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