



2025 UUA Certification Report

An Overview of Congregational Data and Trends



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What is Certification?

- A required process for Member Congregations
- Determines how many General Assembly voting delegates a congregation gets
- Collected January & February 2025
- Mostly reflects data from 2024 from Member Congregations
- An incomplete view of our UU community

Notice errors? Send them to dataservices@uua.org.

Counting Congregations

1,081 Total UU Congregations and Communities Served

This includes:

- 1,000 Member Congregations
- 24 Emerging Congregations
- 36 Covenanting Congregations
- 21 International Congregations and Communities

Note: These numbers shift as the UUA learns of new and dissolved congregations. Additionally, there are many more international communities. This report tracks those with historical membership.

Noted Community Changes

New Communities (4)

- Mountain UUs, CA
- West Georgia UUs, GA
- UU Coastside Community, CA
- Temple of Hekate Apotropaia, UT

NEW: Full list going back to 2017 can be found in the report.

Dissolved Communities (7)

- UU Congregation of the Shoals, AL
- All Souls Free Religious Fellowship, IL
- Lakeshore Unitarian Society, IL
- UU Congregation in Andover, MA
- Prairyerth UU Fellowship, NY
- UU Congregation of the South Bay, NY
- RePioneering Church, SC

Congregational Staffing Numbers

Category	Total	Central East Region	MidAmerica	New England	Pacific Western	Southern
Administrators	725 (-2)	133 (+2)	131 (+2)	173 (+0)	149 (-2)	131 (-2)
Membership Staff	538 (-3)	107 (+0)	107 (+0)	115 (-2)	90 (+0)	117 (+0)
Music Staff	654 (-3)	124 (+0)	122 (+0)	163 (+0)	115 (-1)	125 (+0)
Religious Educators	651 (-2)	117 (+0)	124 (+0)	132 (+0)	126 (-1)	148 (-1)
Ministers	855 (-7)	158 (+1)	151 (+0)	213 (-1)	170 (+0)	155 (-5)
(Affiliated/Community)	191 (-6)	30 (+0)	33 (+0)	44 (-2)	45 (+0)	36 (-3)
(Called)	302 (-3)	55 (+0)	57 (+0)	81 (+0)	57 (+0)	48 (-2)
(Contract)	298 (+2)	63 (+1)	50 (+0)	72 (+1)	51 (+0)	62 (+0)
(Developmental)	12 (+0)	3 (+0)	3 (+0)	0 (+0)	2 (+0)	4 (+0)
(Interim)	52 (+0)	7 (+0)	8 (+0)	16 (+0)	15 (+0)	5 (+0)

Congregational W-2 Staff Benefits

Benefit Type	Participating Congregations	Participating Employers
Retirement Plan	550	566
Health Insurance	320	326
Dental Insurance	354	360
Life Insurance	439	445
Long-Term Disability Insurance	463	469

Learn more about these programs at <https://hrforuus.uua.org/help>.

Financial Health

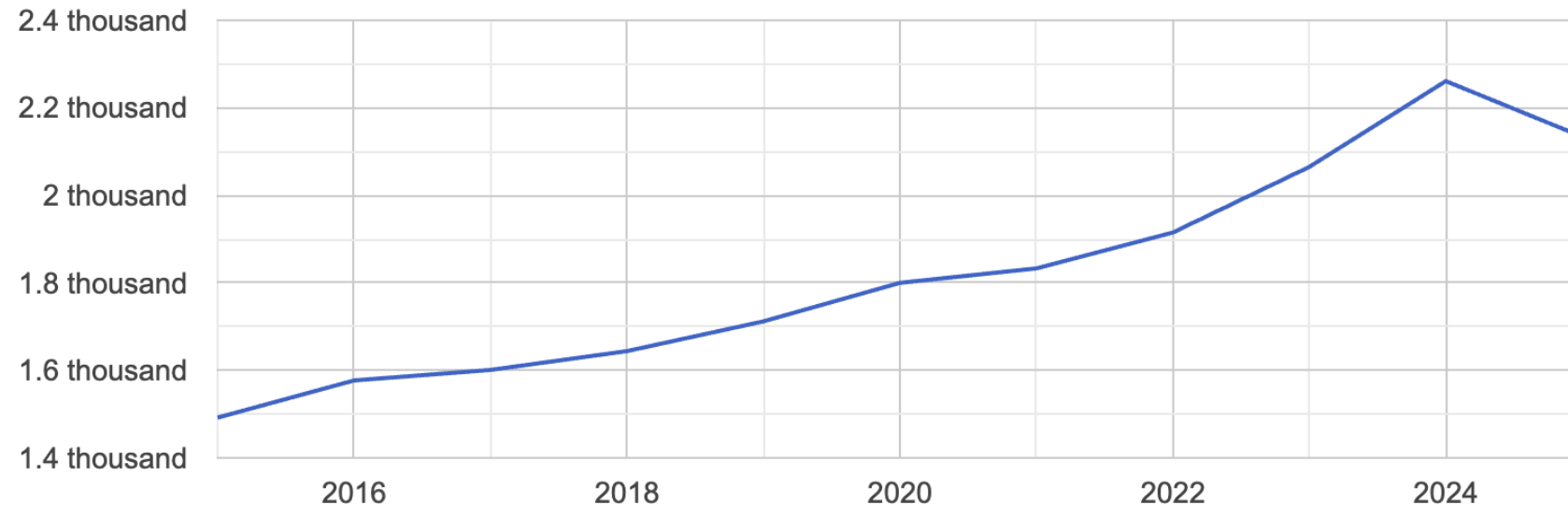
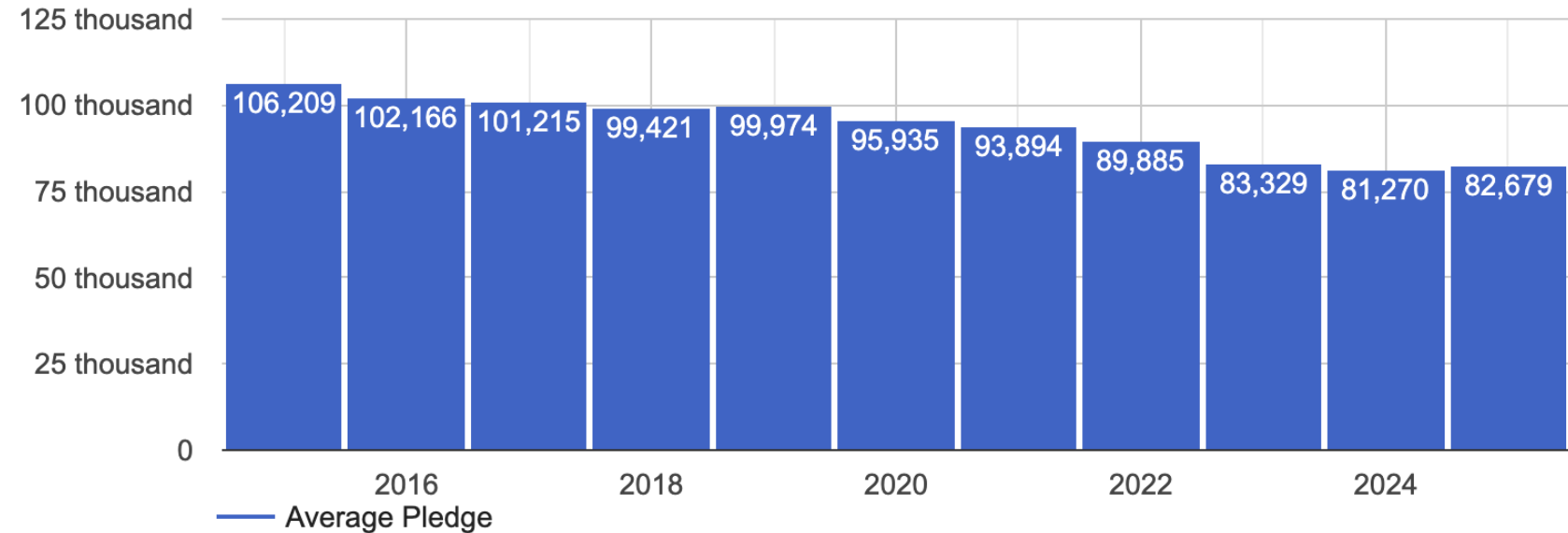
Highlights

- Pledges
- Endowments
- Long-Term Debt
- Rent Income / Building Ownership

Financial Health: Pledges & Average Pledge Size

- The number of individual and family pledges are down over the past 10 years. But the decline appears to have stopped.
- Average pledges are up 43% from \$1,492 in 2015 to \$2,134 in 2025.

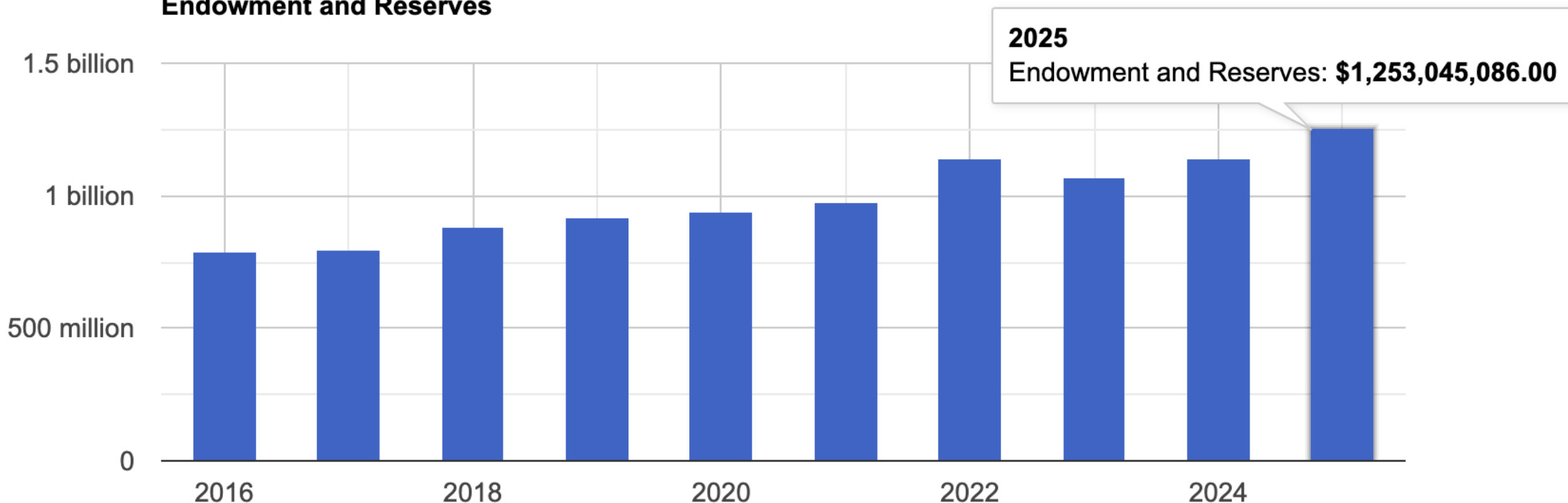
Total Individual and Family Pledging Units



Financial Health: Endowments

- UU congregational endowments and reserves continue to grow and total \$1.25 billion – up 58% from 2016

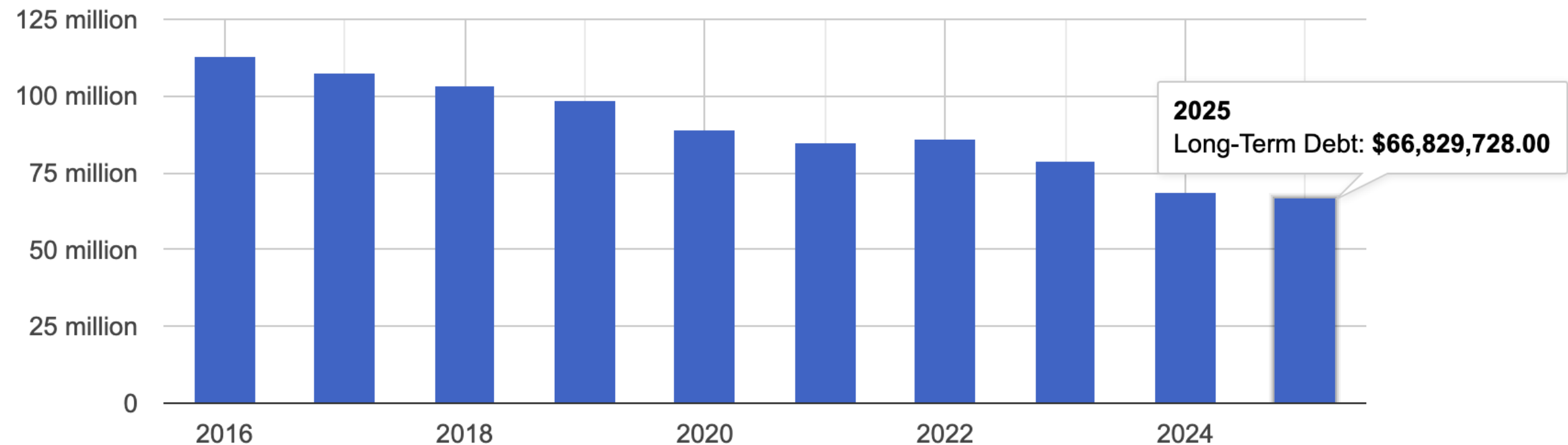
Endowment and Reserves



Fiscal Health: Long-Term Debt

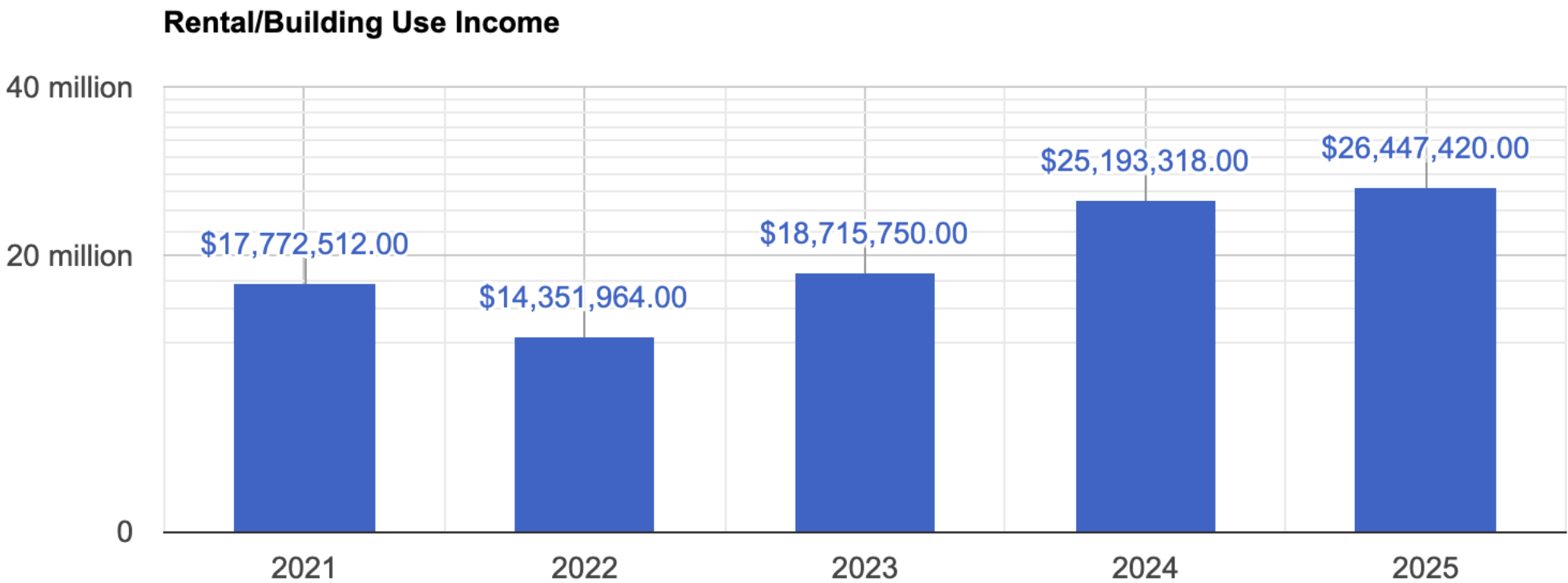
- Long-term debt continues to shrink from \$113 million in 2016 to \$66.8 million in 2025.

Long-Term Debt



Financial Health: Rent Income/Building Ownership

- Building Ownership may be on the decline.
- Rental/Building use income is rising, but slowing.



Year ▼	Own	Rent
2025	840	116
2024	853	112
2023	848	113
2022	853	110
2021	862	105
2020	856	108
2019	862	113
2018	851	118
2017	853	119
2016	843	115

Membership, Religious Education, & Participation

Highlights:

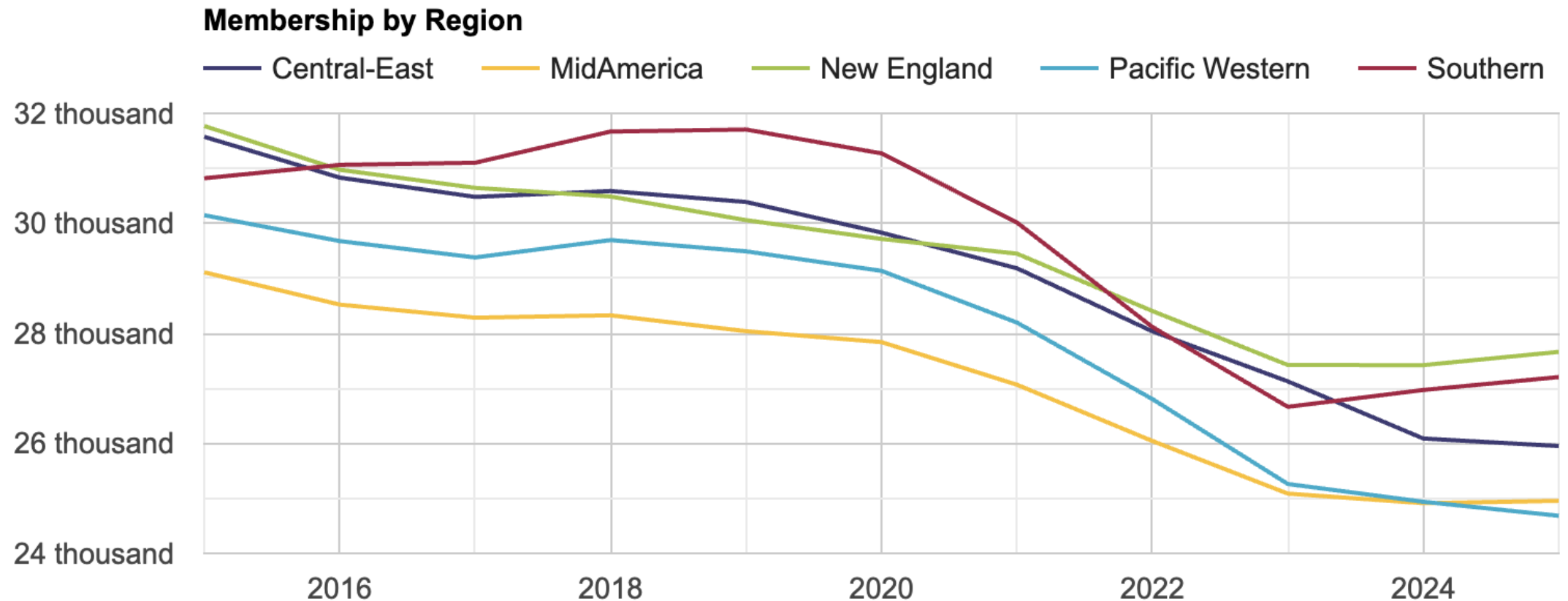
- Membership
- Membership by Congregation Size
- RE Enrollment
- Religious Education Non Enrolled

Congregation Size Distribution

Number of Members	Number of Congregations
1-29	178
30-60	184
61-100	172
101-150	145
151-250	144
251-500	109
> 501	28

Membership

- Membership shifted slightly across the regions.
- 446 congregations saw growth, including 211 that had two consecutive years of growth, and 81 with three consecutive years of growth.

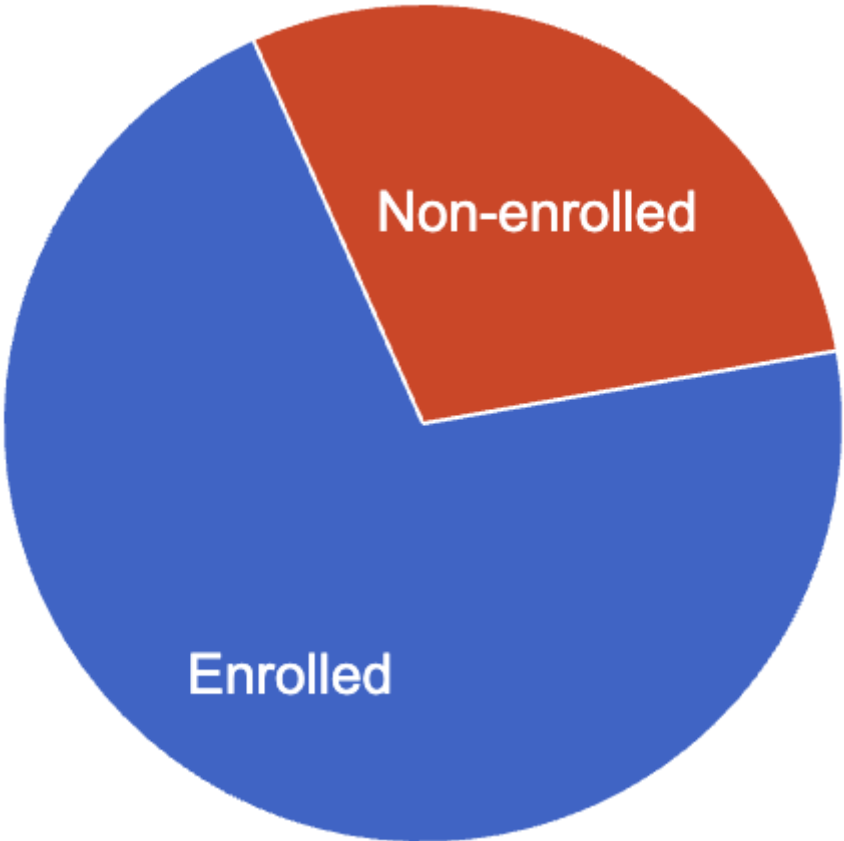


Membership by Cong Size

Year ▼	1-29	30-60	61-100	101-150	151-250	251-500	501+
2025	3,033	8,132	13,700	17,875	27,691	36,490	20,113
2024	3,221	7,953	13,236	18,938	27,337	35,534	21,018
2023	3,198	7,969	13,367	19,528	26,330	37,378	21,000
2022	2,970	8,099	12,421	19,520	28,830	41,147	21,635
2021	2,826	8,044	13,112	18,812	30,170	43,473	24,700
2020	2,599	8,014	12,913	18,664	31,674	43,529	27,789
2019	2,737	8,827	11,698	18,535	32,665	43,065	29,651
2018	2,605	8,118	12,680	18,262	32,683	41,451	31,879
2017	2,402	9,452	12,143	18,227	31,412	42,940	30,060
2016	2,201	8,845	13,106	19,450	30,861	42,229	30,822
2015	2,565	9,346	12,771	18,895	31,752	43,861	30,593

- New way to look at membership
- Our largest and smallest congregations are shrinking.

Religious Education Non Enrolled



Non Enrolled includes day/summer camps, special events, volunteer opportunities, drop-in spaces, OWL (if separate from RE enrollment), or other programming.

Year ▼	Enrolled	Non Enrolled	Total
2025	19,595	7,943	25,946

Religious Education Enrollment

Year ▼	Members	Non-Member Friends	Religious Education Enrollment
2025	130,457	53,772	19,600
2024	130,330	56,015	20,064
2023	131,563	59,261	19,639
2022	137,407	55,964	21,343
2021	143,909	62,838	22,080
2020	147,797	63,866	34,089
2019	149,683	72,405	37,670
2018	150,768	76,480	40,006
2017	149,893	87,237	42,550
2016	151,070	98,803	44,240
2015	153,422	191,190	46,938

Congregational Diversity & Demographics

799 congregations participated, down from 825 in 2024.

Demographic	Total	Central-East	MidAmerica	New England	Pacific Western	Southern	International
% Members and Friends BIPOC	5-9% (7,953-14,315)	5-9% (1,521-2,738)	1-4% (298-1,194)	1-4% (249-995)	5-9% (1,565-2,817)	5-9% (1,630-2,933)	10-24% (313-750)
% Members and Friends LGBTQ+	10-24% (15,906-38,174)	10-24% (3,042-7,301)	10-24% (2,985-7,164)	10-24% (2,488-5,970)	10-24% (3,130-7,512)	10-24% (3,259-7,822)	5-9% (156-281)
Paid Full/Part-time Staff	↘ 4187 (-59)	↘ 743 (-27)	↘ 781 (-19)	↘ 898 (-6)	↗ 991 (+17)	↘ 739 (-2)	↘ 22 (-22)
Paid Full/Part-time Staff BIPOC	↗ 714 (+17)	↘ 154 (-17)	↘ 88 (-1)	↗ 97 (+20)	↗ 208 (+1)	↗ 151 (+15)	↘ 10 (-2)
Admin/Facilities Staff BIPOC	↗ 454 (+21)	↘ 88 (-7)	↗ 63 (+3)	↗ 61 (+17)	↘ 145 (-3)	↗ 89 (+11)	8 (+0)
Religious Professionals Staff BIPOC	↘ 260 (-4)	↘ 66 (-10)	↘ 25 (-4)	↗ 36 (+3)	↗ 63 (+4)	↗ 62 (+4)	↘ 2 (-2)
Board/Standing Committee Positions	↘ 5695 (-169)	↗ 1078 (+17)	↘ 1016 (-112)	↘ 1285 (-10)	1053 (+0)	↘ 1216 (-34)	↘ 39 (-30)
Board/Standing Committee Positions BIPOC	↘ 322 (-44)	↘ 76 (-13)	↘ 36 (-8)	↗ 42 (+1)	↘ 74 (-7)	↘ 80 (-15)	↘ 11 (-1)
% of Congregations Participating	↘ 70% (-6)	↗ 81% (+2)	↘ 79% (-7)	↘ 75% (-2)	84% (+0)	↘ 78% (-3)	↘ 23% (-24)

- Increase in BIPOC paid full/part-time and admin/facilities staff.
- Other shifts are likely due to a reduction in the number of congregations who responded to the survey.

Congregational Questionnaire

Provides UUA staff with some insight into congregational engagement with UUA staff, events, and programming.

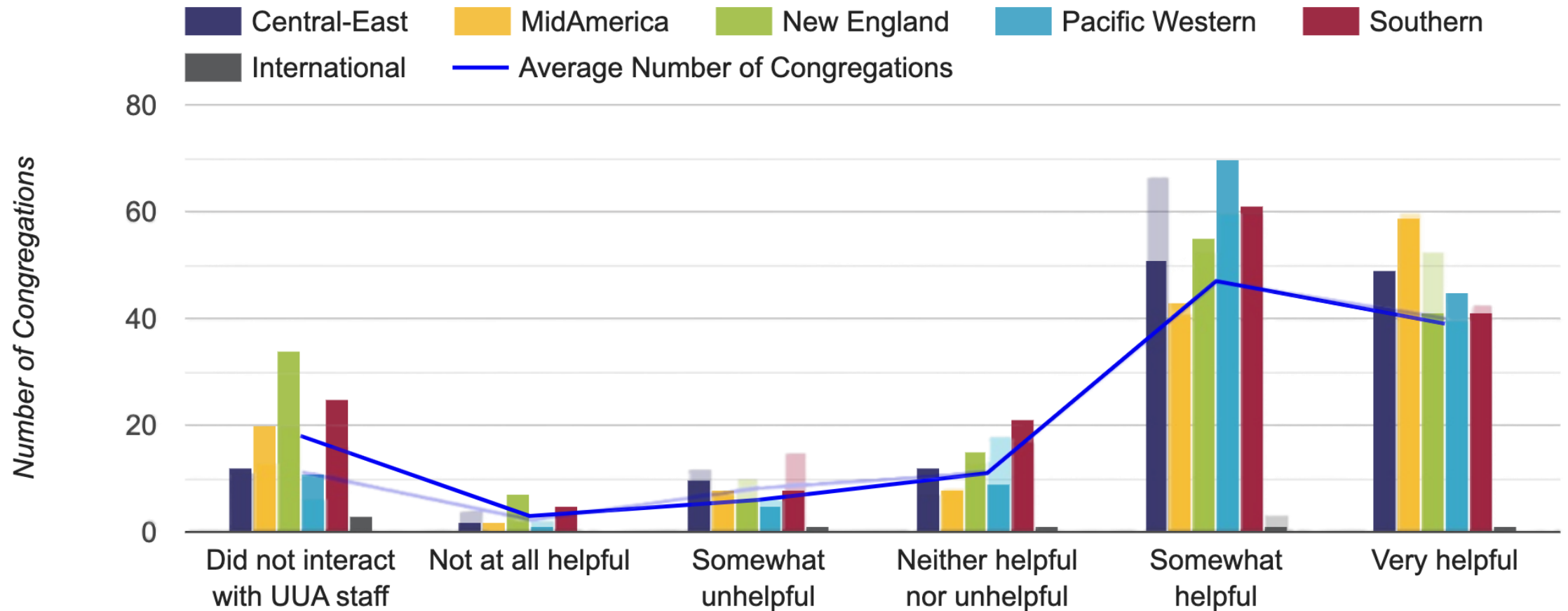
Provides congregations a great way to see how others are engaging and to learn about programs or services they could be utilizing.

Highlights

- More social justice work, less conflict, less mission focus.
- Majority found the UUA helpful, but still work to do
- How the UUA can help

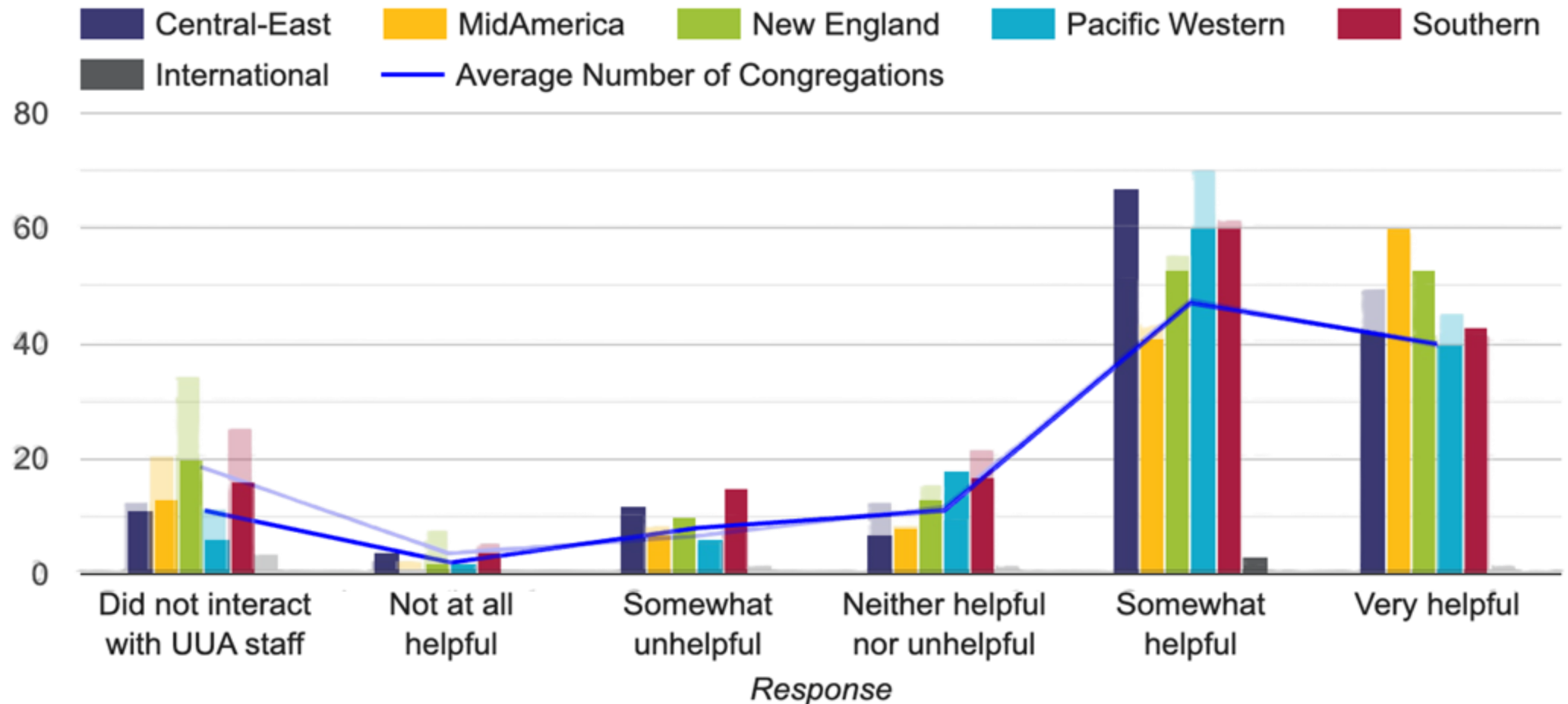
Has the UUA been helpful?

(shaded areas increased over 2024)



Has the UUA been helpful?

(shaded areas decreased over 2024)



How the UUA Can Help Congregations

	Selection	Requests	Change	Last Year
1	Outreach, Growth, and Membership	362	-36	1
2	Leadership Development	341	-28	3
3	Worship Resources	314	-70	2
4	Community Resilience, Mutual Aid, and Safety in Current Political Climate	311	New	-
5	Compensation and Benefits (Insurance and Retirement)	309	19	6
6	Fundraising & Legacy Giving	269	-39	4
7	Religious Education	260	-34	5
8	Staffing, Hiring, and Human Resources	235	-18	8
9	Social Justice Organizing	228	-4	9
10	Copyright & Music Licensing	208	-54	7
11	Congregational Decline and Renewal	207	New	-
12	Pastoral Care Resources	182	-24	10
13	Introducing Shared Values with Worship and RE Resources	180	New	-
14	Governance	170	-12	11
15	Conflict Resolution/Reconciliation	150	-12	12
16	Implementing Widening the Circle of Concern	127	-21	13
17	Multiplatform/Multichannel Events	71	-19	14

Thank You!



<https://secure.uua.org/certification-report/>

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