



**Consolidated Financial Statements
and Supplemental Schedules**

**Unitarian Universalist Association
and Subsidiary**

June 30, 2025 and 2024

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Consolidated Financial Statements and Supplemental Schedules

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Independent Auditors' Report

The Board of Trustees
Unitarian Universalist Association and Subsidiary
Boston, Massachusetts

Opinion

We have audited the consolidated financial statements of the Unitarian Universalist Association and Subsidiary (the "Association"), which comprise the consolidated statements of financial position as of June 30, 2025 and 2024, and the related consolidated statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Association as of June 30, 2025 and 2024, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of the Association and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Emphasis of Matter – Restatement of Previously Issued Consolidated Financial Statements

As disclosed in Note 3 of the consolidated financial statements, the 2024 consolidated financial statements have been restated to correct an error. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Association's ability to continue as a going concern for one year after the date that the consolidated financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.



In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Association's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The accompanying supplemental information included in Schedules I through III is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audits of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the consolidated financial statements as a whole.

CBIZ CPAs P.C.

Boston, Massachusetts
December 8, 2025

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Consolidated Statements of Financial Position

June 30,

(in thousands)

	2025	2024
Assets		
Cash and cash equivalents	\$ 12,492	\$ 16,406
Accounts receivable, net	3,278	3,196
Pledges receivable, net	-	223
Inventories, net	2,148	2,094
Deferred Rent	1,303	1,573
Other assets	1,873	1,637
Investments	120,429	111,680
Investment funds managed for others	160,625	149,126
Funds held in trust by others	55,567	52,152
Funds held in support of split-interest agreements	7,699	7,683
Loans to member congregations, net	2,493	2,369
Property and equipment, net	<u>30,084</u>	<u>31,003</u>
Total assets	\$ 397,991	\$ 379,142
Liabilities and Net Assets		
Liabilities:		
Accounts payable and accrued expenses	\$ 7,382	\$ 6,215
Annuity liabilities	1,421	1,469
Bank debt	3,953	4,117
Obligations under split-interest agreements	4,938	5,000
Accumulated postretirement benefit obligation	<u>769</u>	<u>819</u>
Total liabilities	<u>18,463</u>	<u>17,620</u>
Non-controlling interest in UUCEF	<u>160,625</u>	<u>149,126</u>
Net assets:		
Without donor restrictions	66,601	70,912
With donor restrictions	<u>152,302</u>	<u>141,484</u>
Total net assets	<u>218,903</u>	<u>212,396</u>
Total liabilities and net assets	<u>\$ 397,991</u>	<u>\$ 379,142</u>

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Consolidated Statement of Activities

**For the Year Ended June 30, 2025
(with comparative totals for 2024)**

(in thousands)

	2025			2024
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Support and revenue:				
Fundraising and gifts and bequests	\$ 13,983	\$ 4,914	\$ 18,897	\$ 14,862
Net sales from publishing activities	9,918	-	9,918	9,159
Sales and administrative services	2,356	-	2,356	1,688
Investment return authorized for operations	4,506	-	4,506	4,604
Distributions from Holdeen Trusts	715	1,081	1,796	1,677
Other investment income	261	-	261	274
Rental income	704	-	704	738
Other income	6,490	-	6,490	6,475
Net assets released from restriction	2,943	(2,943)	-	-
Total support and revenue	41,876	3,052	44,928	39,477
Expenditures:				
Programs	36,794	-	36,794	35,254
General and administration	7,523	-	7,523	6,256
Stewardship and development	2,539	-	2,539	2,437
Rental expense	813	-	813	776
Total expenditures	47,669	<b">-</b">	47,669	44,723
Changes in net assets from operations	(5,793)	3,052	(2,741)	(5,246)
Nonoperating income (expense):				
Investment return, net of amounts authorized for operations	17,228	3,186	20,414	17,596
Increase in value of funds held in support of split-interest agreements and trusts	-	3,580	3,580	3,462
Postretirement benefit plan expense	-	-	-	21
Change in net assets class	(1,000)	1,000	-	-
Unfunded depreciation	(565)	-	(565)	(565)
Change in net assets from nonoperating activities	15,663	7,766	23,429	20,514
Non-controlling interest in investment (earnings) of UUCEF	(14,181)	-	(14,181)	(12,561)
Change in net assets	(4,311)	10,818	6,507	2,707
Net assets, beginning of year	70,912	141,484	212,396	209,689
Net assets, end of year	\$ 66,601	\$ 152,302	\$ 218,903	\$ 212,396

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Consolidated Statement of Activities

For the Year Ended June 30, 2024

(in thousands)

	<i>Without Donor Restrictions</i>	<i>With Donor Restrictions</i>	<i>Total</i>
Support and revenue:			
Fundraising and gifts and bequests	\$ 13,665	\$ 1,197	\$ 14,862
Net sales from publishing activities	9,159	-	9,159
Sales and administrative services	1,688	-	1,688
Investment return authorized for operations	4,604	-	4,604
Distributions from Holdeen Trusts	627	1,050	1,677
Other investment income	274	-	274
Rental income	738	-	738
Other income	6,475	-	6,475
Net assets released from restriction	2,750	(2,750)	-
Total support and revenue	39,980	(503)	39,477
Expenditures:			
Programs	35,254	-	35,254
General and administration	6,256	-	6,256
Stewardship and development	2,437	-	2,437
Rental expense	776	-	776
Total expenditures	44,723	<b">-</b">	44,723
Changes in net assets from operations	(4,743)	(503)	(5,246)
Nonoperating income (expense):			
Investment return, net of amounts authorized for operations	15,021	2,575	17,596
Increase in value of funds held in			
support of split-interest agreements and trusts	66	3,396	3,462
Postretirement benefit plan expense	21	-	21
Unfunded depreciation	(565)	-	(565)
Change in net assets from nonoperating activities	14,543	5,971	20,514
Non-controlling interest in investment earnings of UUCEF	(12,561)	-	(12,561)
Change in net assets	(2,761)	5,468	2,707
Net assets, beginning of year	73,673	136,016	209,689
Net assets, end of year	\$ 70,912	\$ 141,484	\$ 212,396

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Statement of Functional Expenses

***For the Year Ended June 30, 2025
(with comparative totals for 2024)***

(in thousands)

	2025					2024	
	Programs	General and Administration	Stewardship and Development	Rental Expense	Total	Total	
Personnel							
Salary/Benefits	\$ 13,421	\$ 4,990	\$ 1,875	\$ -	\$ 20,286	\$ 18,593	
Other							
Cost of Goods Sold	10,802	-	-	-	10,802	10,167	
Grants and Scholarships	5,020	247	-	-	5,267	5,749	
General Operations	2,148	216	20	21	2,405	1,968	
Insurance	1,746	19	-	106	1,871	1,673	
Facilities							
Other	697	211	61	289	1,258	1,025	
Depreciation	163	81	27	356	627	636	
Travel/T&E Non-Staff	858	274	70	-	1,202	1,055	
Meetings/Events/Training	652	242	75	-	969	881	
Consultants	615	482	84	31	1,212	1,139	
Publications/Marketing	304	14	221	-	539	654	
Software Expense	153	327	83	-	563	550	
Professional Fees	122	374	8	10	514	470	
Interest Expense	93	46	15	-	154	163	
Total functional expenses	\$ 36,794	\$ 7,523	\$ 2,539	\$ 813	\$ 47,669	\$ 44,723	

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Statement of Functional Expenses

For the Year Ended June 30, 2024

(in thousands)

	<i>Programs</i>	<i>General and Administration</i>	<i>Stewardship and Development</i>	<i>Rental Expense</i>	<i>Total</i>
Personnel					
Salary/benefits	\$ 12,726	\$ 4,121	\$ 1,746	\$ -	18,593
Other					
Cost of goods sold	10,167	-	-	-	10,167
Grants and scholarships	5,749	-	-	-	5,749
General operations	1,405	505	20	38	1,968
Insurance	1,550	21	-	102	1,673
Facilities					
Other	512	233	62	218	1,025
Depreciation	169	85	28	354	636
Travel/T&E non-staff	822	172	61	-	1,055
Meetings/events/training	732	76	73	-	881
Consultants	740	286	80	33	1,139
Publications/marketing	355	16	283	-	654
Software expense	112	398	40	-	550
Professional fees	117	294	28	31	470
Interest expense	98	49	16	-	163
Total functional expenses	\$ 35,254	<b">\$ 6,256</b">	<b">\$ 2,437</b">	<b">\$ 776</b">	\$ 44,723

See accompanying notes to consolidated financial statements.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Consolidated Statements of Cash Flows

For the Years Ended June 30,

(in thousands)

	<i>2025</i>	<i>2024</i>	<i>As Restated</i>
Cash flows from operating activities:			
Change in net assets	\$ 6,507	\$ 2,707	
Adjustments to reconcile change in net assets to net cash used in operating activities:			
Depreciation	1,192	1,201	
Net realized and unrealized gains on investments	(24,968)	(22,125)	
Contributions restricted for long-term investment	(2,602)	(56)	
Net change in value of funds held in support of split-interest agreements and trusts	(3,580)	(3,462)	
Non-controlling interest in investment earnings of UUCEF	14,181	12,561	
Changes in assets and liabilities:			
Accounts receivable, net	(82)	1,988	
Pledges receivable, net	223	320	
Inventories, net	(54)	191	
Deferred rent	270	117	
Other assets	(236)	(61)	
Accounts payable and accrued expenses	1,167	(1,229)	
Accumulated postretirement benefit obligation	(50)	(68)	
Net cash used in operating activities	(8,032)	(7,916)	
Cash flows from investing activities:			
Cost of purchases of investments	(120,507)	(46,629)	
Proceeds from sales of investments	125,267	56,624	
Purchases of property and equipment	(273)	(145)	
Additions to loans to member congregations	(920)	(628)	
Repayments on loans to member congregations	796	624	
Net cash provided by investing activities	4,363	9,846	
Cash flows from financing activities:			
Repayment of bank debt	(164)	(121)	
Capital contributions by non-controlling partners in UUCEF	11,891	6,302	
Capital withdrawals by non-controlling partners in UUCEF	(14,574)	(10,816)	
Contributions restricted for long-term investment	2,602	56	
Net cash used in financing activities	(245)	(4,579)	
Change in cash and cash equivalents	(3,914)	(2,649)	
Cash and cash equivalents as of beginning of year	16,406	19,055	
Cash and cash equivalents as of end of year	\$ 12,492	\$ 16,406	

See accompanying notes to consolidated financial statements.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 1 - The Association's Background and History

The Unitarian Universalist Association (the “Association”) was formed in 1961, when the American Unitarian Association and the Universalist Church of America merged to form one entity with the purpose of creating an association of congregations in support of liberal religion. The Association is governed by a board of trustees elected by the delegates of the General Assembly, which is the annual meeting of the Unitarian Universalists across the country where participants meet to make policy for the Association. An elected president, a board-appointed treasurer, a board-appointed executive vice president and nine other staff group directors form the executive advisory team, which manages the day-to-day business of the Association.

The consolidated financial statements include the results of the activities of the Unitarian Universalist Common Endowment Fund LLC (“UUCEF”) which is organized as a supporting organization to the Association under Section 501(c)(7) of the Internal Revenue Code. UUCEF is a Massachusetts limited liability company formed pursuant to a Limited Liability Operating Agreement (the “Agreement”) dated October 11, 2012. The purpose of the entity is to provide a centralized investment vehicle for the Association, its member congregations, and certain other qualified entities. The Association provides oversight and management of UUCEF and its investments.

UUCEF provides an opportunity for member congregations to invest their funds utilizing professional investment management, administration and reporting capabilities. The funds are operated much like a mutual fund with the investments of UUCEF and member congregations being co-mingled such that each participant will share in the returns on the funds in pro-rata relationship to their units of ownership. New units are issued when new monies are to be invested, while redemptions reduce units outstanding. The net asset value per unit is adjusted monthly based on underlying changes in the fair value of investments. UUCEF net assets are without donor restrictions, but some of the underlying funds have restrictions at their respective reporting entity level.

The investments of UUCEF are deployed under the general direction of an Investment Committee appointed by the Association’s Board of Trustees. The Investment Committee has contracted with an outside consultant to assist in the selection and oversight of professional investment management firms, an asset allocation policy and guidelines for rebalancing asset classes. The professional investment management firm, under the oversight of the Investment Committee, manages the investment portfolio.

The Association is the largest owner and acts as the record keeper for UUCEF having a 42.8% and 42.7% ownership interest in UUCEF in 2025 and 2024, respectively. In addition, the Association also administers trusts for the benefit of affiliated congregations and qualified entities which accounted for 6.2% and 6.3% of the units outstanding as of June 30, 2025 and 2024, respectively. Management has determined that collectively this represents control and economic interest for purposes of consolidated reporting. The interests owned by others are presented as non-controlling interest in the consolidated financial statements.

The primary purposes of the Association are to serve the needs of its member congregations, organize new congregations, extend and strengthen Unitarian Universalist institutions, and implement its principles. These financial statements only include the activity of the Association and UUCEF, but not of its member congregations. The activities and assets of the Association are comprised of six business segments: Current Operations, General Assembly, Group Insurance Plans, Beacon Press, Congregational Properties and Loan Fund (“CPLF”), and UUCEF as outlined above.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 1 - The Association's Background and History (Continued)

The Current Operations section reflects the general operations of the Association including fundraising and program activities. General Assembly is the annual gathering of Association congregational delegates organized to conduct the business of the Association. Group Insurance Plans "GIP" operate group insurance plans for member congregations. Beacon Press is the Association's trade publishing group. CPLF provides loans and loan guarantees to member congregations.

Note 2 - Summary of Significant Accounting Policies

Basis of Consolidated Financial Statement Presentation

The consolidated financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America. All intercompany accounts and transactions have been eliminated in consolidation. Non-controlling interest is presented below liabilities in the consolidated statements of financial position.

The accompanying consolidated financial statements are presented on the accrual basis of accounting and have been prepared to focus on the Association and UUCEF as a whole and to present balances and transactions according to the existence or absence of donor-imposed restrictions as follows:

Net Assets Without Donor Restrictions – represent those assets that the Association may use at its discretion not subject to donor restrictions. Net assets without donor restrictions also includes the investment in property and equipment, net of accumulated depreciation, loans to member congregations, net of related debt, quasi endowment funds, and other funds.

Net Assets With Donor Restrictions – Net assets subject to donor-imposed restrictions. Some donor-imposed restrictions are temporary in nature that may or will be met, either by the passage of time or the events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity.

Fundraising support, gifts and bequests are reported as increases in funds without donor restrictions unless use of the related assets is limited by donor-imposed time and/or purpose restrictions. If time and/or purpose restrictions are associated with support, these resources are accounted for as with donor restrictions. If a restriction on a gift is fulfilled in the same time period in which the contribution is received, the contribution is reported as without donor restrictions. Expenses are reported as decreases in funds without donor restrictions.

Amounts reported as nonoperating in the consolidated statements of activities include investment return net of amounts authorized for operations, net investment return for debt financing and other miscellaneous nonrecurring events or activities such as contributions of long-lived assets, contributions of cash or other assets that must be used to acquire long-lived assets, large one time donations, changes in value of certain split-interest agreements and trusts, postretirement benefit plan expense and unfunded depreciation.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 2 - Summary of Significant Accounting Policies (Continued)

Cash and Cash Equivalents

The Association considers highly liquid instruments with maturities of three months or less at the date of purchase to be cash equivalents. Such amounts are carried at cost plus earned interest. Cash equivalents held by investment managers are considered part of investments given the expectation of near-term reinvestment. Cash equivalents include treasury money market and money market mutual funds that are not Federally insured. The Association maintains its cash balances at several financial institutions, which, at times, may exceed federally insured limits. The Association monitors its exposure associated with cash and cash equivalents and has not experienced any losses in such accounts.

Accounts Receivable

Accounts receivable are carried at their net realizable value. Management estimates expected credit losses as of the reporting date based on relevant information about past events, current conditions, and reasonable and supportable forecasts. Management records the estimate of expected credit losses as an allowance for credit losses. An account is considered uncollectible when all efforts to collect the account have been exhausted. Changes in the allowance for credit losses are reported in credit loss expense. Recoveries of previously written off receivables are recorded as revenue when received. The allowance for credit losses has been modest.

Pledges Receivable

Pledges receivable represent unconditional promises to give to the Association that remain unpaid at year end. Pledges expected to be paid over terms greater than one year are discounted to present value using risk adjusted discount rates.

Amounts due are periodically reviewed to estimate an allowance for doubtful collections. Management estimates the review of historical experience and a specific review of collection trends that differ from plans on individual accounts.

Inventory

Inventory consists of finished goods and outside prepublication costs. Finished goods inventories, consisting primarily of books, are stated at the lower of weighted average cost or market. Outside prepublication costs related to preparing a manuscript for printing are capitalized. The Association provides reserves against capitalizable costs on a systematic approach as the inventories age over a 5 year period given the expected timing of utility of these upfront costs. Reserves for losses on inventory have been modest.

Investments

Investments are stated at fair value as per the fair value policies outlined later in these accounting policies.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 2 - Summary of Significant Accounting Policies (Continued)

Fair Value Measurements

The Association follows fair value standards of accounting with respect to its investments. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. These standards require an entity to maximize the use of observable inputs (such as quoted market prices in active markets) and minimize the use of unobservable inputs (such as appraisals or other valuation techniques) to determine fair value. The fair value standards also provide for a practical expedient of fair value allowing for the use of net asset value per share ("NAV") when certain requirements are met. The fair value standards require that for each item carried at fair value that such be disclosed in accordance with the valuation methods used following a categorization system based on the approach to determination of fair values as follows:

- Level 1* – inputs are quoted prices in active markets for identical assets or liabilities that the Association has the ability to access at measurement date.
- Level 2* – inputs other than quoted prices in active markets that are either directly or indirectly observable.
- Level 3* – inputs are derived from valuation methodologies, including pricing models, discounted cash flow models and similar techniques, and are not based on market, exchange, dealer, or broker-traded transactions. In addition, Level 3 valuations incorporate assumptions and projections that are not observable in the market and significant professional judgment is required in determining the fair value assigned to such assets or liabilities.

The level in the fair value hierarchy within which a fair value measurement in its entirety falls is based on the lowest level of input that is significant to the fair value measurement in its entirety.

It is possible that redemption rights may be restricted or eliminated by investment managers in the future in accordance with the underlying fund agreements. Market price is affected by a number of factors, including the type of instrument and the characteristics specific to the instrument. Instruments with readily available active quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of market price observable inputs and a lesser degree of judgment used in measuring fair value. It is reasonably possible that change in values of these instruments will occur in the near term and that such changes could materially affect amounts reported in these financial statements.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 2 - Summary of Significant Accounting Policies (Continued)

Funds Held in Trust by Others

Funds held in trust by others are reported at fair value of the underlying investments of the trust as per the fair value policies above. These assets are recorded as though they are directly owned by the Association when the agreement and distribution policies in effect provide the full economic benefit of these assets to the Association. The fair value of the trust assets are recorded using a Level 3 fair value approach.

A major portion of funds held in trust by others are charitable lead trusts established by Jonathan Holdeen (the Holdeen Trusts) in which the Association has an irrevocable right to the trust income for periods of 500 or 1,000 years after which the assets revert to the Commonwealth of Pennsylvania. Under the terms of the Holdeen Trusts, income is to be used primarily for support of the Holdeen India Program and other charities designated by the Association's Board of Trustees. Given the long-term nature of this arrangement, the beneficial interest was determined to be equal to the fair value of the assets for reporting purposes.

Split-Interest Agreements

Split-interest agreements represent resources received that correspondingly require the payment of an annuity to a specified beneficiary over their life. The difference between the resources received and the obligation incurred represent contributions. Assets and obligations to beneficiaries are recorded at fair value as per the fair value policies as earlier in this section. The investments are separately managed apart from other investments of the Association. The initially recorded fair value of the donated investments are determined based on the underlying nature of the investments received which have generally represented Level 1 measurements while the initial measurement of the related obligations are Level 2 measurements.

Loans to Member Congregations

Loans to member congregations represent amounts due from affiliated congregations less an allowance for credit losses. Management estimates expected credit losses as of the reporting date based on relevant information about past events, current conditions, and reasonable and supportable forecasts relevant to each balance. Management records the estimate of expected credit losses as an allowance for credit losses. Loan receivable is considered uncollectible when all efforts to collect the account have been exhausted. Changes in the allowance for credit losses are reported in credit loss expense. Recoveries of loans receivable previously written off are recorded as a reduction to credit loss expense. Loans receivable are considered past due if any portion of the balance due is outstanding for more than 30 days. Interest on past due amounts is recorded when received. Interest income is recorded when earned.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 2 - Summary of Significant Accounting Policies (Continued)

Property and Equipment

Property and equipment are recorded when the useful life is over one year at cost when such amounts exceed a management established capitalization threshold. In the case of donated property, such amounts are recorded at fair value at the date of gift which would normally entail a Level 3 fair value assessment as per the fair value standards earlier in this section. Depreciation is provided on the straight-line basis over the estimated useful lives of the assets once placed into service.

With respect to its primary operating facility, the Association allocates costs to its activities based on operating expenses, estimated long-term funding for reserves for repair and replacement and debt service. Any excess costs of operating the facility is considered nonoperating. Such amounts represent unfunded depreciation which management has determined does not require funding given its long-term expected costs of operating this property.

Royalty Advances from Publishing Activities

Royalty advances are negotiated on a contract-by-contract basis and are recorded as other assets when paid. Payments are made over three installments: 1) upon contract signing, 2) upon acceptance of the script; and 3) upon book publication. Royalty advances are reduced after earn out through book sales. After earn out period, royalty expenses are accrued for payout. Reserves are recorded for advances if it appears that advances are not expected to be recovered from future sales within two years from publication. The Association reserves against unrealizable advances based on a systematic approach as the related publications age. Reserves have been modest.

Revenue Recognition and Operations

Revenues are reported as increases in net assets without donor restrictions unless the use of the related asset is limited by donor-imposed restrictions. Expenses are reported as decreases in net assets without donor restrictions. Realized and unrealized gains and losses on investments and other assets or liabilities are reported as increases or decreases in net assets without donor restrictions unless their use is restricted by explicit donor stipulations or by law. Expirations of donor-imposed restrictions on net assets, such as the donor stipulated purposes have been fulfilled and/or the stipulated time period has elapsed, are reported as net assets released from restrictions between the classes of net assets.

The Association has both earned revenues and contributed revenues which follow different accounting standards. A summary of the standards followed for each major element of earned and contributed revenues is as follows:

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 2 - Summary of Significant Accounting Policies (Continued)

Earned Revenues

Revenue from contracts with customers occurs when a customer obtains control of promised goods or services in an amount that reflects the consideration to which the providing entity expects to be entitled in exchange for those goods or services. Earned revenues are recorded using a principles-based process that requires the entities 1) identify the contract with the customer; 2) identify the performance obligations in the contract; 3) determine the transaction price; 4) allocate the transaction price to the performance obligations; and 5) recognize revenue when (or as) performance obligations are satisfied. Earned revenues include publishing activities, sales and administrative services and rental income.

Net sales from publishing activities are primarily handled by a third-party distributor, Penguin Random House ("the Distributor"). Beacon Press derives its revenue mainly from the sale of print books, e-books and audio downloads, which are recorded on a monthly basis through sales detail from the Distributor. The Distributor directly handles print fulfillment, invoicing to customers, and cash collection from customers. Customer base includes independent bookstores, bookstore chains, and online booksellers. Customers are invoiced and revenue is recognized upon shipment of prints and the download of e-books and audio downloads at the end of each month. Beacon Press also generates sales from the sale of retail books through its website, licensing and permissions. Retail customers are invoiced and revenue is recognized upon shipment of prints. Licensing revenue is recognized as one-time performance obligations upon granting non-refundable access rights to customers at which time the customer is invoiced. Any licensing income earned in excess of initial advance is recognized as income on a monthly basis based on sales generated by licensees.

Sales and administrative services are fees from services provided to other member congregations for the administering of various programs and registration fees derived from the annual general assembly. Revenue is recognized when the performance obligation has been met.

Rental income is recorded in association with the period of occupancy to which the payment relates. Payments received in advance are deferred until earned. Lease incentives, including free rent periods and buildout allowances, are considered deferred rent and amortized on a straight-line basis over the life of the lease. Commissions to obtain tenants are amortized over the lease terms with such amounts being reported as deferred charges.

Other Income

Other income consists of revenue from group insurance plan, regional share income, other publishing revenue, conference training fees and various other miscellaneous fee-based related revenue recognized as earned.

The Association procures various insurance products from third parties for the use of the Association and member congregations. Under this arrangement, the Association is centrally billed for insurance based on its needs and member congregations that elect to participate. The Association in turn invoices various participating member congregations. Billings are recorded as other income in the consolidated statements of activities. The Association does not assume insurance risk under these arrangements.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 2 - Summary of Significant Accounting Policies (Continued)

Contributed Support

The Association derives contributed support primarily through fundraising, gifts, and bequests. Revenues are reported as increases in net assets without donor restrictions unless use of the related asset is limited by donor-imposed restrictions as follows:

Gifts and bequests, including unconditional promises to give, are recognized as revenues as either without or with donor restrictions in the period verifiably committed by the donor. Contributions of assets other than cash are recorded at their estimated fair value and per the fair value policies described elsewhere in these policies. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of the estimated future cash flows using a risk adjusted discount rate depending on the time period involved. Amortization of the discount is included in contribution revenue in accordance with the donor-imposed restrictions, if any, on the contributions. Contributions with donor-imposed restrictions that can be met through the passage of time or upon the incurring of expenses consistent with the purposes are recorded as net assets with donor restrictions and reclassified to net assets without donor restrictions when such time or purposes restriction has been satisfied.

Consistent with the above, the Association also receives contributed support recording such as revenue upon notice of it being a beneficiary of such trusts. Support is recorded at the fair value of the underlying assets of the trust given the irrevocable right to receive income/benefits from the trust. Changes in the fair value of the trusts are reported as increases or decreases in the related net asset category. These trusts have various purpose restrictions.

Split-interest agreements represent resources received that correspondingly require the payment of an annuity to a specified beneficiary over their life. The difference between the resources received and the obligation incurred represent contribution revenue. Subsequent changes in fair value of funds held in support of split-interest agreements are reported as a change in fair value of funds held in support of split-interest agreements in the period of change of value of the underlying assets. Subsequent changes in the recorded amount of obligations are impacted by changes in life expectancy; however, the present value discount rate remains the same over the life of the instrument.

Conditional contributions are recorded as revenue when such amounts become unconditional which generally involves the meeting of a barrier to entitlement. This can include items like meeting a matching provision, incurring specified allowable expenses in accordance with other barriers and providing progress reports before the next scheduled installment of grant receipt.

The Association recognizes special events and fundraising revenue equal to the fair value of direct benefits to donors, and contribution revenue for the excess received when the event takes place.

From time to time, the Association is named as a beneficiary under various wills and trust agreements, the total realizable amounts of which are not immediately determinable. Such bequests are recorded only when there is an irrevocable right to the bequest and the value of the proceeds are determinable. Distributions from these trusts received and spent in the same year for specific purposes are recorded as income without donor restrictions. Unspent income is recorded with donor restrictions.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 2 - Summary of Significant Accounting Policies (Continued)

Investment Return

Interest income is recorded as earned. Dividend income is recognized on the ex-dividend date net of any withholding taxes on foreign dividends when applicable. Interest and dividend income is offset by operating expenses of the fund in arriving at net investment income (loss).

Realized gains and losses are recorded based on the trade date of the sale of the underlying security compared to its cost of acquisition. Unrealized gains and losses are determined by comparing current fair market value to the cost of acquisition at the opening date of the year or when acquired.

Income Taxes

The Association is a tax-exempt church organization as described in Section 501(c)(3) of the Internal Revenue Code (the “Code”) and is generally exempt from income taxes pursuant to Section 501(a) of the Code. UUCEF is classified under the Code as a public charity Type I supporting organization under Section 509(a)(3) of the Code. Certain activities of exempt organizations unrelated to their mission may generate income that is subject to federal and state taxation as unrelated business income. As the Association and UUCEF’s unrelated business income is de minimis, management has concluded that disclosures related to tax provisions are not necessary.

Uncertain Tax Positions

The Association and UUCEF account 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. The Association and UUCEF have a number of tax positions, none of which result in an uncertainty requiring recognition. The Association and UUCEF are not currently under examination by any taxing jurisdiction. As a tax-exempt church related organization and supporting organization, the Association and UUCEF are exempt from filing certain non-profit filings. The Association and UUCEF do file a Form 990T which is a tax return associated with the non-profit.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (“GAAP”) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities, at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 2 - Summary of Significant Accounting Policies (Continued)

Functional Allocation of Expenses

The costs of providing the various programs and activities and supporting services have been summarized on a functional basis in the consolidated statements of activities. The consolidated statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Depreciation of plant assets and operation and maintenance of plant expenses have been allocated to functional classifications based on square footage of facilities. Interest expense is allocated to functional classifications that benefited from the use of the proceeds of the debt.

Fundraising Expenditures

Fundraising costs are reported as stewardship and development expense in the consolidated statements of activities.

Accounting Pronouncements Effective in Future Years

Management believes that current pending accounting standards would have limited impact on the Association and, accordingly, have not outlined those standards here.

Subsequent Events

The Association has evaluated subsequent events through December 8, 2025, the date the consolidated financial statements were authorized to be issued. There were no matters that required adjustment or disclosure within these statements through that date.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 3 - Restatement

The Association has restated its consolidated statement of cash flows for the year ended June 30, 2024 due to an error. During the preparation of the 2025 consolidated financial statements, it was identified that net realized and unrealized gains on investments in operating activities did not include total investment earnings. Only amounts attributable to the Association, excluding non-controlling interest earnings, were reported misstating net cash provided by (used in) operating activities and investing activities. The effects of the restatement for the year ended June 30, 2024 are as follows:

	As Reported	Adjustment	As Restated
Consolidated Statements of Cash Flows:			
Cash flows from operating activities:			
Net realized and unrealized gains on investments	\$ (9,326)	\$ (12,799)	\$ (22,125)
Net cash provided by (used in) operating activities	\$ 4,883	\$ (12,799)	\$ (7,916)
Cash flows from investing activities:			
Cost of purchases of investments	\$ (59,428)	\$ 12,799	\$ (46,629)
Net cash provided by (used in) investing activities	\$ (2,953)	\$ 12,799	\$ 9,846

Note 4 - Liquidity and Availability

The Association strives to maintain liquid financial assets sufficient to cover 90 days of general expenditures. Financial assets in excess of daily cash requirements are invested in certificates of deposit, money market funds and other short-term investments.

As a fundraising organization, the Association receives significant contributions each year from donors, which are available to meet annual cash needs for general expenditures. The Association manages its liquidity and reserves following three guiding principles: operating within a prudent range of financial soundness and stability; maintaining adequate liquid assets to fund near-term operating needs and maintaining sufficient reserves to provide reasonable assurance that long-term obligations will be discharged.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 4 - Liquidity and Availability (Continued)

The following table reflects the Association's financial assets available to meet general expenditures within one year of the statement of financial position date at June 30:

	2025	2024
Financial assets available to meet general expenditures at year end		
Cash and cash equivalents	\$ 12,492	\$ 16,406
Accounts receivable, net	3,278	3,196
Pledges receivable due within one year, net	-	223
Endowment spending rate distribution	<u>5,565</u>	<u>5,484</u>
Total financial assets available to meet general expenditures at year end	\$ 21,335	\$ 25,309

In addition to the financial assets available to meet general expenditures over the next 12 months, the Association operates with a balanced budget and anticipates collecting sufficient revenue to cover general expenditures not covered by donor-restricted resources. The Association is also beneficiary to several trusts which they have historically received annual distributions in an approximate amount of \$2M which are used to cover general expenditures, which management expect to also be available.

The Association's Board of Trustees has designated approximately \$26.7M and \$24M as of June 30, 2025 and 2024, respectively, of its unrestricted resources for endowment purposes. These funds are invested for long-term appreciation and current income but remain available and may be spent at the discretion of the Board.

Note 5 - Pledges Receivable

Pledges receivable relates to amounts received as part of the campaign fundraising. The rate used to discount pledges receivable was 4% as of June 30, 2024. Pledge receivable balance was \$223 at June 30, 2024. There was no balance outstanding at June 30, 2025.

Note 6 - Investments

Investments are recorded in the consolidated statements of financial position as follows at June 30:

	2025	2024
Investments (UUA)	\$ 120,429	\$ 111,680
Investment funds managed for others (member congregations)	<u>160,625</u>	<u>149,126</u>
Total	\$ 281,054	\$ 260,806

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 7 - Fair Values of Financial Instruments

The following tables present financial assets that the Association measures fair value on a recurring basis, by level, within the fair value hierarchy at June 30:

	<i>Investments</i> 2025				
	<i>Investments</i> <i>Measured at</i>				Total
	Level 1	Level 2	NAV		
UUCEF investments					
Domestic equity	\$ 90,209	\$ -	\$ 12,507	\$ 102,716	
International equity	-	20,287	32,731	53,018	
Global equity	-	19,262	19,197	38,459	
Fixed income	6,613	46,309	-	52,922	
Opportunistic	-	-	34	34	
Private markets	-	-	22,379	22,379	
Community investments	-	5,846	-	5,846	
Total UUCEF investments	96,822	91,704	86,848	275,374	
Short-term investments					
Cash and equivalents	5,680	-	-	-	5,680
Total investments	\$ 102,502	\$ 91,704	\$ 86,848	\$ 281,054	
<i>Funds Held by Others and Split-interest Agreements</i> 2025					
	Level 1	Level 2	Level 3	Total	
Funds held by others:					
Holdeen Trusts	\$ -	\$ -	\$ 40,046	\$ 40,046	
Other trusts	-	-	15,521	15,521	
	-	-	55,567	55,567	
Split-interest agreements:					
Charitable gift annuity	-	5,321	-	5,321	
Charitable remainder trust	-	-	1,070	1,070	
Pooled income funds	-	1,308	-	1,308	
	-	6,629	1,070	7,699	
Total funds held by others and split-interest agreements	\$ -	\$ 6,629	\$ 56,637	\$ 63,266	

Community investments represent investments in community development credit unions and banks and in funds that make loans for affordable housing and start-up enterprises in low-income communities, which is done in support of the Association's mission. These investments are carried at costs, which approximates fair market value.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 7 - Fair Values of Financial Instruments (Continued)

Investments 2024						
				Investments Measured at		
	Level 1	Level 2	NAV	Total		
UUCEF investments						
Domestic equity	\$ 62,753	\$ 8,132	\$ 14,776	\$ 85,661		
International equity	13,001	17,986	21,848	52,835		
Global equity	-	13,746	19,028	32,774		
Fixed income	12,782	31,273	13,086	57,141		
Opportunistic	-	-	29	29		
Private markets	-	-	19,413	19,413		
Community investments	-	5,616	-	5,616		
Total UUCEF investments	88,536	76,753	88,180	253,469		
Short-term investments						
Cash and equivalents	7,337	-	-	-	7,337	
Total investments	\$ 95,873	\$ 76,753	\$ 88,180	\$ 260,806		
Funds Held by Others and Split-interest Agreements 2024						
	Level 1	Level 2	Level 3	Total		
Funds held by others:						
Holdeen Trusts	\$ -	\$ -	\$ 37,549	\$ 37,549		
Other trusts	-	-	14,603	14,603		
	-	-	52,152	52,152		
Split-interest agreements:						
Charitable gift annuity	-	5,361	-	5,361		
Charitable remainder trust	-	-	1,007	1,007		
Pooled income funds	-	1,315	-	1,315		
	-	6,676	1,007	7,683		
Total funds held by others and split-interest agreements	\$ -	\$ 6,676	\$ 53,159	\$ 59,835		

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 7 - Fair Values of Financial Instruments (Continued)

Level 3 Roll Forward					
2025					
	<i>Holdeen Trusts</i>	<i>Other Trusts</i>	<i>Charitable Remainder Trust</i>	<i>Total</i>	
Beginning balance	\$ 37,551	\$ 14,602	\$ 1,006	\$ 53,159	
Additions	-	-	-	-	
Distributions	(1,810)	(541)	-	(2,351)	
Sales/fees	(151)	19	-	(132)	
Investment return	<u>4,457</u>	<u>1,440</u>	<u>64</u>	<u>5,961</u>	
Ending balance	<u>40,047</u>	<u>15,520</u>	<u>1,070</u>	<u>56,637</u>	

Level 3 Roll Forward					
2024					
	<i>Holdeen Trusts</i>	<i>Other Trusts</i>	<i>Charitable Remainder Trust</i>	<i>Total</i>	
Beginning balance	\$ 35,181	\$ 13,475	\$ 1,080	\$ 49,736	
Additions	-	-	-	-	
Distributions	(1,683)	(507)	-	(2,190)	
Sales/fees	(10)	101	-	91	
Investment return	<u>4,063</u>	<u>1,533</u>	<u>(74)</u>	<u>5,522</u>	
Ending balance	<u>37,551</u>	<u>14,602</u>	<u>1,006</u>	<u>53,159</u>	

All trusts are invested in a diversified portfolio of stocks, bonds and mutual funds both domestic and international.

Investments have the following redemption notice periods:

Daily	\$ 143,111
Monthly	46,608
Bi-Monthly	20,287
Illiquid	<u>65,348</u>
Total	<u>275,354</u>

Unfunded commitments to the investment vehicles amounted to \$7,200 and \$11,960 at June 30, 2025 and 2024, respectively. Management has no intentions or plans to liquidate any net asset value per share practical expedient investments at other than net asset value per share.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 8 - Loans to Member Congregations

Loans to member congregations for capital purposes, primarily for buildings, are as follows at June 30:

	2025	2024
Mortgage loans to member congregations at interest rates from 0% to 6.60% due through 2030	\$ 2,760	\$ 2,631
Less allowance for credit losses	<u>(267)</u>	<u>(262)</u>
Net loans to member congregations	\$ 2,493	\$ 2,369

Loans to member congregations are written for revolving terms ranging from 1 to 7 years, with the total amortization period ranging from 15 to 25 years. Expected payments for the mortgaged loans to member congregations, reflecting the full amortization period, are as follows for the years ending June 30:

2026	\$ 791
2027	851
2028	126
2029	510
2030	<u>482</u>
Total	\$ 2,760

Only a small portion of the loans are non-interest bearing, and accordingly, management determined that applying a present value to such loans would not result in a material difference in reported amounts.

The percentage of total loans that are in default or past due is 6% and 7% at June 30, 2025 and 2024, respectively.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 9 - Property and Equipment

Property and equipment was composed of the following as of June 30:

	<i>Estimated Useful Lives</i>	2025	2024
Land, buildings and improvements	20-40 yrs	\$ 40,484	\$ 40,287
Computer equipment	4-7 yrs	2,632	2,556
Office furniture and fixtures	7 yrs	<u>2,174</u>	<u>2,174</u>
		45,290	45,017
Less accumulated depreciation		<u>(15,206)</u>	<u>(14,014)</u>
Property and equipment, net		\$ 30,084	\$ 31,003

As more fully described in Note 9, the land, buildings and improvements serve as collateral under a mortgage note payable.

Allocation of Depreciation Between Operating and Nonoperating

The Association periodically performs a facilities condition assessment to determine the annual replacement funding needed. The depreciation in excess of estimated replacement funding amounts to \$565 in 2025 and 2024, and is considered unfunded and included in nonoperating expense on the consolidated statements of activities.

Note 10 - Bank Debt

The Association has a mortgage which is due through 2043 on its headquarters property that bears interest at 3.82%. The agreement contains certain financial and non-financial covenants as well as an assignment of leases and rents.

Principle on the bank debt is as follows for the years ending June 30:

2026	\$ 158
2027	164
2028	170
2029	176
2030	184
Thereafter	<u>3,101</u>
Total	\$ 3,953

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 10 - Bank Debt (Continued)

Cash paid for interest was approximately the same as interest expense as disclosed in the consolidated statements of functional expenses.

Note 11 - Net Assets and Endowment Matters

Net Assets without Donor Restrictions

Net assets without donor restrictions consisted of the following as of June 30:

	2025	2024
Operating funds	\$ 6,422	\$ 12,217
Net investment in plant	26,131	26,886
Board designated funds	7,347	24,471
Unrestricted-quasi endowment funds	<u>26,701</u>	<u>7,338</u>
Total net assets without donor restrictions	\$ 66,601	\$ 70,912

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 11 - Net Assets and Endowment Matters (Continued)

Net Assets with Donor Restrictions

Net assets with donor restrictions consisted of the following as of June 30:

	2025	2024
Accumulated unspent gains:		
General operating	\$ 6,362	\$ 5,803
Scholarships for ministerial students	8,236	6,044
Ministerial aid	5,090	4,672
Other programs	<u>3,040</u>	<u>2,278</u>
Total accumulated unspent gains	<u>22,728</u>	<u>18,797</u>
Endowment corpus:		
General operating	27,451	27,451
Scholarships for ministerial students	15,766	15,759
Ministerial aid	4,468	4,449
Other programs	<u>15,654</u>	<u>13,078</u>
Total endowment corpus	<u>63,339</u>	<u>60,737</u>
Total endowment funds	<u>86,067</u>	<u>79,534</u>
Purpose restrictions:		
Building loan fund	4,613	4,613
Split-interest agreements	<u>585</u>	<u>572</u>
Total purpose restrictions	<u>5,198</u>	<u>5,185</u>
Time and purpose restrictions:		
Funds held in trust by others for restricted purposes	55,567	52,152
Amounts restricted by donors for purpose or time	5,415	4,558
Wilton Peace Prize Fund	<u>55</u>	<u>55</u>
Total time and purpose restrictions	<u>61,037</u>	<u>56,765</u>
Total net assets with donor restrictions	<u>\$ 152,302</u>	<u>\$ 141,484</u>

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 11 - Net Assets and Endowment Matters (Continued)

Net Assets with Donor Restrictions (Continued)

Net assets released from net assets with donor restrictions were as follows for the years ended June 30:

	2025	2024
General operating	\$ 108	\$ 175
Scholarships for ministerial students	125	193
Ministerial aid	189	222
Other programs	<u>2,521</u>	<u>2,160</u>
	\$ <u>2,943</u>	\$ <u>2,750</u>

From time to time on further review of donor restrictions, management may make net asset reclasses based on donor intent.

Endowment

The Association's endowment consists of a number of individual funds established for a variety of purposes. Its endowment includes both donor-restricted endowment funds and funds designated by the Board of Trustees to function as endowments. As required by GAAP, net assets associated with endowment funds, including funds designated by the Board of Trustees to function as endowments, are classified and reported based on the existence or absence of donor-imposed restrictions.

A significant portion of the endowment funds are held via trust that contains special provisions which provides for a member of management to be the trustee under the trust. The trust allows for investment return generated from the permanently restricted portion of the trusts to be considered unrestricted given the discretion provided to the trustee to utilize such funds as needed. Notwithstanding this flexibility, management has determined it would be prudent to label it as without donor restrictions within that category of stewardship that it believes is merited by these funds.

In addition, the trust contains provisions that if the Association declares bankruptcy, terminates or liquidates its existence or ceases to operate as a charitable or educational organization that such funds would no longer be available to the Association.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 11 - Net Assets and Endowment Matters (Continued)

Interpretation of Relevant Law

The Board of Trustees of the Association follows the Uniform Prudent Management of Institutional Funds Act (“UPMIFA”) as enacted by the Commonwealth of Massachusetts. As such, management tracks the historic dollar value of the original gifts to donor-restricted endowment funds absent explicit donor stipulations to the contrary. The Association retains in perpetuity (a) the original value of gifts donated to the endowment, (b) the original value of subsequent gifts to the endowment, and (c) accumulations to the endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund, if any. Collectively, these amounts are referred to as the historic dollar value of the fund.

Donor-restricted amounts not retained in perpetuity are subject to appropriation for expenditure by the Association in a manner consistent with the standard of prudence prescribed by UPMIFA.

In accordance with UPMIFA, the Association considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- (1) The duration and preservation of the fund
- (2) The purposes of the Association and the donor-restricted endowment fund
- (3) General economic conditions
- (4) The possible effect of inflation and deflation
- (5) The expected total return from income and the appreciation of investments
- (6) Other resources of the Association
- (7) The investment policies of the Association

Changes in endowment net assets and those functioning as endowment net assets for the fiscal year ended June 30, 2025 are as follows:

	<i>Without Donor Restrictions</i>	<i>With Donor Restrictions</i>	<i>Total</i>
Endowment net assets, beginning of year	\$ 31,810	\$ 79,534	\$ 111,344
Total investment return	4,730	5,716	10,446
Contributions	1	3,729	3,730
Investment return authorized for operations (a)	(2,498)	(2,912)	(5,410)
Endowment net assets, end of year	\$ 34,043	\$ 86,067	\$ 120,110

(a) Investment return authorized for operations includes \$553 of inter-endowment account transfers, \$248 of unspent income with donor restrictions and \$103 of distributions to third party.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 11 - Net Assets and Endowment Matters (Continued)

Changes in endowment net assets and those functioning as endowment net assets for the fiscal year ended June 30, 2024 are as follows:

	<i>Without Donor Restrictions</i>	<i>With Donor Restrictions</i>	<i>Total</i>
Endowment net assets, beginning of year	\$ 30,094	\$ 77,214	\$ 107,308
Total investment return	4,249	5,077	9,326
Contributions	-	58	58
Investment return authorized for operations (a)	(2,533)	(2,815)	(5,348)
Endowment net assets, end of year	\$ 31,810	\$ 79,534	\$ 111,344

(a) Investment return authorized for operations includes \$550 of inter-endowment account transfers, \$167 of unspent income with donor restrictions and \$27 of distributions to third party.

Funds with Deficiencies

From time to time, certain donor-restricted funds may have fair values less than the amount required to be maintained by donors by law (underwater endowments). These deficits resulted from unfavorable market fluctuations that generally occurred shortly after the investment of newly established endowments, and authorized distributions that was deemed prudent. The Association has interpreted UPMIFA to permit spending from underwater endowments in accordance with prudent measures required under the law. There were no funds with deficiencies as of June 30, 2025 and 2024.

Return Objectives and Risk Parameters

The Association has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of the endowment assets. Endowment assets include those assets of donor-restricted funds that the Association must hold in perpetuity or for a donor-specified period(s). Under this policy, as approved by the Board of Trustees, the endowment assets are invested in a manner that is intended to produce results that match or exceed a custom benchmark weighted by asset class while assuming a moderate level of investment risk. The Association expects its endowment funds, over time, to provide an average rate of return of approximately 6.5% annually. Actual returns in any given year may vary from this amount.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 11 - Net Assets and Endowment Matters (Continued)

Strategies Employed for Achieving Objectives

To satisfy its long-term rate-of-return objectives, the Association relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Association targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

Spending Policy and How the Investment Objectives Relate to Spending Policy

The Association's spending policy determines the amount made available for expenditure from the Association's endowment in a fiscal year using a calculation based on a weighted average of the prior year's spending adjusted for inflation (weighted at 70%), and 4.5% of the trailing four-quarter average market value of the endowment as of the previous December (weighted at 30%). However, the spending rate must be at least 4% and not more than 6% of the trailing four-quarter average market value of the endowment as of the previous December. Spending from new gifts will be calculated at the effective spending policy rate as approved by the Board of Trustees.

Authorized spending can be adjusted annually based on Board of Trustees determination for specific purpose.

In establishing this policy, the Association considered the long-term expected return on its endowment. Accordingly, over the long term, the Association expected the current spending policy to allow its endowment to maintain its value adjusted for inflation. This was consistent with the Association's objective to maintain the purchasing power of the endowment assets held in perpetuity or for a specified term as well as to provide additional real growth through new gifts.

Investment Income

Investment returns are reported as revenue based on the fair value of such investments at year end. Such returns are allocated ratably based on the relative proportion of funds invested with donor restrictions and those without donor restrictions. Investment returns allocated to net assets with donor restrictions remain in such category until appropriated by the board under the board approved spending policy unless otherwise required by the terms of the gift that they be added to the principal of the endowment.

Note 12 - Leases

Leases as Lessor

A portion of the Association's headquarters facility is leased to an unrelated entity under an operating lease agreement that expires during 2031. This provides for various escalations for operating and real estate taxes. Rental income was \$704 and \$738 for the years ended June 30, 2025 and 2024, respectively.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 12 - Leases (Continued)

Leases as Lessor (Continued)

The remaining lease has a letter of credit of \$458 with automatic renewal terms through the end of the lease term. Rental income from the remaining lease is reflected below in the rental income schedule.

Deferred rent consisted of the following at June 30:

	2025	2024
Deferred commissions	\$ 166	\$ 197
Deferred leasing incentives	611	725
Deferred rent	<u>526</u>	<u>651</u>
Total	\$ <u>1,303</u>	\$ <u>1,573</u>

Future rental income under these non-cancelable leases is as follows for the years ending June 30:

2026	\$ 850
2027	864
2028	877
2029	891
2030	905
Thereafter	<u>303</u>
Total	\$ <u>4,690</u>

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 13 - Other Commitments and Contingencies

Guarantees

The Association guarantees certain loans extended by various lending institutions to member congregations. Guarantees have been modest. The Association's policy is to guarantee 50% of the outstanding loan principal up to a maximum guarantee of \$450. The Association determined the obligations of these guarantees was not significant given its experience.

Insurance

The Association operates a self-funded medical health insurance program for Association employees and the employees of congregations and affiliates. The Association is administrator and sponsor of the plan. The Trustees of the plan determine premiums to be charged and use a service organization to process benefit payments. In the event that assets accumulated in the trust are insufficient to cover the expected benefit payments, the Association has provided the plan with a guarantee to satisfy any unfunded obligations of the trust. The plan has been determined by management to sufficiently fund all actuarially determined obligations at June 30, 2025 and 2024. The Association maintains stop loss insurance coverage that will pay claims for an individual once a \$500 calendar year threshold is reached, up to an unlimited lifetime maximum.

Employment Related Agreements

The Association has employment contracts with key employees, which extend over multiple fiscal years that contain provisions for payments when they retire.

Legal

The Association is subject to various claims and legal proceedings that may arise in the ordinary course of its business activities. Management believes that any liability that may ultimately result from the resolution of these matters will not have a material adverse effect on the financial condition of the Association.

Other Commitments

The Association acts as agent for certain donors that wish to donate funds to the Association for distribution to an outside organization. Occasionally, these funds are held at the Association pending final distribution determination by the donor and are accounted for in cash and accounts payable. Agency funds have been modest.

Beacon Press has a sales and distribution agreement with Penguin Random House, which expires on June 30, 2031. The agreement gives Penguin Random House exclusive rights to sell and distribute Beacon Press titles into most markets on a global basis. Under the agreement, Beacon Press retains rights to sell its titles to retail customers and certain categories of special sales customers and has post audit rights relative to sales.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 14 - Benefit Plans

The Association has a qualified defined contribution retirement plan covering all employees who have satisfied initial age and hour requirements. The Association makes a contribution of 10% of employee salary (plus housing allowance for ministers) for all employees who participate in the plan upon completing one year of employment. Employees may make additional voluntary contributions to the plan up to the established IRS limits. Contributions to the plan are fully vested immediately. Expenses under this plan were \$1,343 and \$1,186 for the years ended June 30, 2025 and 2024, respectively.

The Association provides a healthcare retirement plan (the Plan) to certain employees retired prior to 2002, as well as to certain active employees who were over age 45 on April 1, 2002. The measurement date used to determine benefit measures for the Plan is June 30.

The following table presents the Plan's funded status at June 30:

	2025	2024
Changes in benefit obligation:		
Benefit obligation at beginning of year	\$ 819	\$ 887
Interest cost	61	42
Benefits paid	<u>(111)</u>	<u>(110)</u>
 Benefit obligation at end of year	 <u>769</u>	 <u>819</u>
 Change in plan assets:		
Employer contribution	50	110
Benefits paid	<u>(50)</u>	<u>(110)</u>
 Accumulated postretirement benefit obligation	 \$ <u>769</u>	 \$ <u>819</u>

Assumptions used to determine the benefit obligation are as follows as of June 30:

	2025	2024
Discount rate	5.00%	5.00%
Rate of increase in healthcare costs	7.30%	6.90%

The rate assumption of 3.70% Post-65 used to calculate the benefit obligation is expected to be reached by 2075 for Post-65.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 14 - Benefit Plans (Continued)

The expected future benefit payments are as follows for the years ending June 30:

2026	\$ 91
2027	87
2028	81
2029	75
2030	69
2031-2034	<u>258</u>
Total	\$ <u>661</u>

The expected benefits are based on the same assumptions used to measure the Association's benefit obligation at June 30, 2025 and 2024 with the exception in the change in discount rate.

The ultimate healthcare cost trend rate assumption of 3.70% used to calculate the net periodic postretirement benefit cost is expected to be reached by 2075.

Note 15 - Program Expenses

The Association's program expenses and costs were as follows for the years ended June 30:

	2025	2024
Costs of goods sold and publishing expenses	\$ 11,078	\$ 10,504
Ministries and faith development	9,621	10,017
Congregational life	6,114	6,029
Other programs	3,530	2,594
Communications	2,890	2,812
International programs	2,189	1,891
Organizing strategy	<u>1,372</u>	<u>1,407</u>
Total	\$ <u>36,794</u>	\$ <u>35,254</u>

Note 16 - General Operations Expense

The Association has categorized certain expenses as general operations within the consolidated statements of functional expenses. The expense represents a large number of varied accounts which include office supplies, IT services, equipment rental, warehousing, committee expense, etc. These accounts generally have relatively small individual balances which totaled \$2,405 and \$1,968 at June 30, 2025 and 2024, respectively, which represents 5% and 4% of total expenses at June 30, 2025 and 2024, respectively.

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Notes to Consolidated Financial Statements (in thousands)

Note 17 - Concentrations

Penguin Random House handled 99% and 98% of net sales from publishing activities for the years ended June 30, 2025 and 2024, respectively. Penguin Random House accounted for 100% of the accounts receivable balances as of June 30, 2025 and 2024. One customer of Penguin Random House accounted for 44% and 52% of net sales for the years ended June 30, 2025 and 2024, respectively.

Supplemental Schedules

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Supplemental Schedule of Assets by Business Segment

June 30, 2025

(in thousands)

	<i>Current</i>	<i>General Assembly</i>	<i>Group Insurance Plan</i>	<i>Beacon Press</i>	<i>CPLF</i>	<i>UUCEF</i>	<i>Eliminations</i>	<i>Total</i>
Assets:								
Cash and cash equivalents	\$ 4,499	\$ 57	\$ 793	\$ 5,084	\$ 2,059	\$ -	\$ -	\$ 12,492
Accounts receivable, net	2,120	-	-	1,158	1,002	-	(1,002)	3,278
Inventories, net	766	-	-	1,382	-	-	-	2,148
Deferred Rent	1,303	-	-	-	-	-	-	1,303
Other assets	158	-	-	1,613	-	102	-	1,873
Investment in UUCEF	107,443	-	-	12,702	-	280,964	(120,110)	280,999
Investments	55	-	-	-	-	-	-	55
Funds held in trust by others	55,567	-	-	-	-	-	-	55,567
Funds held in support of split-interest agreements	7,699	-	-	-	-	-	-	7,699
Loans to member congregations, net	-	-	-	-	2,493	-	-	2,493
Property and equipment, net	30,084	-	-	-	-	-	-	30,084
Amounts due from other business segments	(7)	-	-	-	-	-	7	-
Total assets	\$ 209,687	\$ 57	\$ 793	\$ 21,939	\$ 5,554	\$ 281,066	\$ (121,105)	\$ 397,991

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Supplemental Schedule of Liabilities and Net Assets by Business Segment

June 30, 2025

(in thousands)

	<i>Current</i>	<i>General Assembly</i>	<i>Group Insurance Plan</i>	<i>Beacon Press</i>	<i>CPLF</i>	<i>UUCEF</i>	<i>Eliminations</i>	<i>Total</i>
Liabilities:								
Accounts payable and accrued expenses	\$ 5,737	\$ -	\$ -	\$ 2,072	\$ -	\$ 175	\$ (602)	\$ 7,382
Annuity liabilities	1,421	-	-	-	-	-	-	1,421
Bank debt	3,953	-	-	-	-	-	-	3,953
Obligations under split-interest agreements	4,938	-	-	-	-	-	-	4,938
Accumulated postretirement benefit obligation	769	-	-	-	-	-	-	769
Amounts due to (from) other business segments	419	1	-	(8)	(175)	156	(393)	-
Total liabilities	17,237	1	-	2,064	(175)	331	(995)	18,463
Non-controlling interest in UUCEF	-	-	-	-	-	160,625	-	160,625
Net assets:								
Without donor restrictions	44,138	56	793	19,498	1,116	120,110	(119,110)	66,601
With donor restrictions	148,312	-	-	377	4,613	-	(1,000)	152,302
Total net assets	192,450	56	793	19,875	5,729	120,110	(120,110)	218,903
Total liabilities and net assets	\$ 209,687	\$ 57	\$ 793	\$ 21,939	\$ 5,554	\$ 281,066	\$ (121,105)	\$ 397,991

UNITARIAN UNIVERSALIST ASSOCIATION AND SUBSIDIARY

Supplemental Schedule of Unrestricted Activities by Business Segment

For the Year Ended June 30, 2025

(in thousands)

	Current	General Assembly	Group Insurance Plan	Beacon Press	CPLF	UUCEF	Eliminations	Total
Operating:								
Support and revenue:								
Fundraising and gifts and bequests	\$ 13,983	\$ -	\$ -	\$ 9,175	\$ -	\$ -	\$ -	\$ 13,983
Net sales from publishing activities	743	-	-	-	-	-	-	9,918
Sales and administrative services	1,848	1,528	-	-	-	-	(1,020)	2,356
Investment return authorized for operations	4,478	-	-	-	28	-	-	4,506
Distributions from Holdeen Trusts	715	-	-	-	-	-	-	715
Other investment income	-	-	-	114	147	-	-	261
Rental income	704	-	-	-	-	-	-	704
Other income	3,620	24	2,247	942	-	-	(343)	6,490
Net assets released from restriction	2,835	-	-	108	-	-	-	2,943
Total support and revenue	28,926	1,552	2,247	10,339	175	-	(1,363)	41,876
Expenses:								
Board and volunteer leadership	231	-	-	-	-	-	-	231
Organizing Strategy	1,372	-	-	-	-	-	-	1,372
International	2,189	-	-	-	-	-	-	2,189
Congregational life	6,114	-	-	-	-	-	-	6,114
Ministry and faith development	7,886	-	2,335	-	-	-	(600)	9,621
UU Funding Program and Crisis Relief	1,924	-	-	-	-	-	-	1,924
Communications	2,890	-	-	-	-	-	-	2,890
Cost of goods sold and publishing expenses	560	-	-	10,861	-	-	(343)	11,078
Administration	2,966	-	-	-	-	-	-	2,966
Stewardship and development	2,539	-	-	-	-	-	-	2,539
Information technology services	1,630	-	-	-	-	-	-	1,630
Internal services	2,524	-	-	-	-	-	-	2,524
Rental expense	813	-	-	-	-	-	-	813
General assembly	-	1,609	-	-	-	-	-	1,609
Expenses associated with investment pools	-	-	-	-	175	-	(160)	15
Interest expense	154	-	-	-	-	-	-	154
Total expenses	33,792	1,609	2,335	10,861	175	-	(1,103)	47,669
Decrease in unrestricted net assets from operations	(4,866)	(57)	(88)	(522)	-	-	(260)	(5,793)
Nonoperating:								
Investment income	15,841	-	-	1,127	-	24,629	(24,369)	17,228
Change in net assets class	(1,000)	-	-	-	-	-	-	(1,000)
Unfunded depreciation	(565)	-	-	-	-	-	-	(565)
Total decrease in net assets from nonoperating activities	14,276	-	-	1,127	-	24,629	(24,369)	15,663
Non-controlling interest in investment (earnings) of UUCEF	(14,181)	-	-	-	-	-	-	(14,181)
Increase (decrease) in unrestricted net assets	\$ (4,771)	\$ (57)	\$ (88)	\$ 605	\$ -	\$ 24,629	\$ (24,629)	\$ (4,311)