

NO TIME FOR A CASUAL FAITH

UNITARIAN
UNIVERSALIST
ASSOCIATION
Annual Report
Fiscal Year 2018



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Two themes came to define my first year as your UUA President – *This is No Time for a Casual Faith* and *This is No Time to go it Alone*.

This is a defining time in our nation and for our planet. The challenges, opportunities and crises that mark this time impact our own lives and our congregations and communities. Unfortunately, in times of crises and change — when rhetoric of fear and defensiveness dominate — it is all too common for people and institutions to break down, or to turn inward and protective. But it is precisely in times of change and urgency when we need *more courage, more love, more commitment* in order to nurture the hope that is found in seeing the possibilities that live within humanity and community.

No time for a casual faith reminds us that our congregations and communities matter and that Unitarian Universalism has a vital and much needed role to play. At the UUA, this has meant getting clear about our mission:

- To equip congregations for greater health and vitality.
- To train and equip leaders, lay and professional, for the ministry needed today.
- To advance our UU values in the larger world.

And we are doing all of these through the overarching lens of institutional change grounded in a commitment to grow a more equitable, just and inclusive Unitarian Universalism.



None of this could happen without your collective support, as congregations and individuals. The UUA is the embodiment of the covenant we make to each other as Unitarian Universalists to build something stronger than any of us could be alone. When the UUA shows up for congregations following hurricanes and wildfires, when we help congregations find and call new ministers, when we provide support for leaders looking to revitalize their congregations, when we show up in solidarity to Side with Love for voting rights and human rights – it is because of you and your support of the UUA. You make all this possible.

And personally, wherever I go as your President, whether it is to a congregation to celebrate a building dedication or the US Senate for women's rights – I carry you with me – because I wouldn't be able to be there without you and without this faith and tradition.

Thank you for your generosity and for your ways you show up for this faith and for one another.

Yours in gratitude,

A handwritten signature in black ink that reads "Susan Frederick-Gray". The signature is fluid and cursive, with a long horizontal line extending from the end.

Rev. Susan Frederick-Gray

EQUIP CONGREGA- TIONS FOR HEALTH AND VITALITY

Mission
Priority

Hurricane Harvey slammed into the Texas gulf coast in late August 2017, wreaking devastating damage to Houston and surrounding communities.



Even ahead of the storm's landfall, the UUA and the Unitarian Universalist Service Committee (UUSC) created a joint Hurricane Harvey Recovery Fund. Half of all funds raised went to at-risk populations served by UUSC partners and the other half aided UU congregations and members of those congregations most affected by the storm. Groups like Refugee and Immigrant Center for Education and Legal Services (RAICES) and the Living Hope Wheelchair Association were able to greatly increase their level of support to some of the most vulnerable communities.

But the devastation wasn't over. In mid-September, Hurricane Maria hit Puerto Rico, the Virgin Islands, and the Caribbean, locations that had also been hard hit by Hurricane Irma just a few weeks earlier. Within the span of two weeks, two Category 4 hurricanes had struck the continental United States for the first time in recorded history.

With the recognition that the frequency and severity of natural disasters will only increase due to climate change—as well as the knowledge that the poorest and most marginalized communities are disproportionately harmed by climate-driven disasters, the UUA decided to create a general Disaster Relief Fund to provide an ongoing pool of funds to aid congregations and communities. This new response strategy gives us a coordinated way to respond in times of need anywhere in the country.

Our Puerto Rico congregation, which meets in a library, received funds to repair it so that it could quickly become a community resource to those in need. One of our US Virgin Island congregations received funds to help get the school it meets in operational so all the

children on the island could return to school and some semblance of normality.

Members of the UU Fellowship of St. Croix in the US Virgin Islands formed working teams with community partners to go door-to-door to conduct “wellness checks” on residents to help them address their immediate needs—which was especially important as the island was under a strict curfew in the immediate aftermath of the storm.

Congregations in Houston used the funds for building repairs, and to provide a safety net for many of their congregants. Star Island Family Conference and Retreat Center in New Hampshire received a grant to repair their facility after a series of Nor'easters caused extensive damage.

When multiple fires last summer raged across several western states, the UUA Disaster Relief Fund was able to provide \$50,000 in immediate assistance to congregations to support their members and other community members impacted by the fires.

In addition, organizations like Black Lives of UU and UU Justice Florida received grants to assist people who may or may not have direct ties to our faith but are a part of our community.

EQUIP CONGREGATIONS FOR HEALTH AND VITALITY

The impact of these Disaster Relief grants—some small, some large—has been dramatic:

“Learning to breathe and asking for help has always been hard for me...Recently with hurricane Irma, my family and I evacuated Florida for the safety and well being of our baby. He turned one-year-old on our way through the Florida panhandle and celebrated his birthday singing happy birthday in the back seat of our pickup truck crammed full of water, clothes, and other last-minute evacuation stuff.

“We were turned down for a FEMA grant and provided a list of other agencies to apply for help, but none of them were relevant to our needs. Then I saw an email from our

interim minister. As a grown man who has depended on no one since the age of fifteen, I don’t cry much. However, this day I did. Thank you so much for helping my family during this crisis and helping me personally learn that sometimes growing is asking for help.”

UU Church of Fort Myers, Florida

“We have deep partnerships with the Latino and nonprofit community groups that serve Santa Paula, CA, which has a large migrant and undocumented population. A number of families lost everything in the fire, especially in Wheeler Canyon. UUA disaster relief funds allowed us to support multiple community partners. Latino Town Hall used our grant to them to respond to housing needs. Similarly CAUSE and Interface, both with offices in Santa Paula,

Disaster Fund Congregations

We thank the 25 most generous congregations for their contributions to the Hurricane Harvey Recovery Fund and/or the UUA Disaster Relief Fund this past fiscal year.

UU Church of Davis
Davis, California

UUs of San Mateo
San Mateo, California

Jefferson Unitarian Church
Golden, Colorado

Unitarian Universalist Congregation
of Atlanta
Atlanta, Georgia

Unity Temple UU Congregation
Oak Park, Illinois

First Parish Brewster UU
Brewster, Massachusetts

UU Society of Wellesley Hills
Wellesley Hills, Massachusetts

First UU Congregation of Ann Arbor
Ann Arbor, Michigan

White Bear UU Church
Mahtomedi, Minnesota

First Universalist Church
of Minneapolis
Minneapolis, Minnesota



have been working with vulnerable populations. CAUSE provided masks to farmworkers still working the nearby crops and orchards during the fire.”

Universalist Unitarian Church of Santa Paula, California

“The roof on our church fellowship hall is old, and during hurricane Irma, we lost a lot of shingles. Our fellowship hall is used three nights a week by the local NA chapter, and they boast of one of the highest recovery rates in northeast Georgia. Church members take part in all community events. This is a huge help to our small congregation.”

Canon UU Church, Georgia

Our Disaster Relief Fund is part of a covenant between the UUA and congregations, between congregations who give generously and those in need, and with our community partners. In the year since Hurricane Harvey, UU congregations and individual UUs have contributed nearly \$1 million to disaster relief!

Through aiding our congregations, their members and their community partners, we’re able to embody our faith and values.

Learn more at

[UUA.org/giving/areas-support/funds/disaster-response](https://uua.org/giving/areas-support/funds/disaster-response)

Rev. Dawn Cooley is a member of the Congregational Life Staff for the Southern Region and leads the UUA disaster relief grant review team. Other review team members include Halcyon Westall, Rev. David Pyle, Rev. Jan Christian and Rev. Lisa Presley

Unity Church Unitarian
Saint Paul, Minnesota

Eno River UU Fellowship
Durham, North Carolina

UU Fellowship Hendersonville
Hendersonville, North Carolina

UU Fellowship of Raleigh
Raleigh, North Carolina

Morristown Unitarian Fellowship
Morristown, New Jersey

All Souls Unitarian Church
Tulsa, Oklahoma

First Unitarian Church of Pittsburgh
Pittsburgh, Pennsylvania

Unitarian Church in Charleston
Charleston, South Carolina

Bay Area UU Church
Houston, Texas

San Marcos UU Fellowship
San Marcos, Texas

Williamsburg UUs
Williamsburg, Virginia

Edmonds UU Congregation
Edmonds, Washington

Northlake UU Church
Kirkland, Washington

Olympia UU Congregation
Olympia, Washington

University Unitarian Church
Seattle, Washington

EQUIP CONGREGATIONS FOR HEALTH AND VITALITY

UUA Resources

Equipping congregations is central to our mission. The UUA seeks to provide every congregation with the tools they need to be the vital, spiritually grounded and life-changing communities they are called to be.

COMMUNICATIONS uua.org/communications

Get tips and advice on creating and maintaining your congregation's website, including a downloadable WordPress Theme for Congregations. Like a template, the theme does much of the technical and design work for you, so you can focus on the content.

CURRICULA AND FAITH DEVELOPMENT uua.org/re

The UUA offers a variety of tools needed for a thriving faith development program in your congregation, including resources for starting or maintaining Adult Faith Development Programs and training and support for Religious Education Volunteers. Tapestry of Faith and Our Whole Lives are the UUA's foundational curricula series from preschool to older adults.

FINANCES AND FUNDRAISING uua.org/finance

If your congregation has paid staff, you'll want to check out Congregations as Employers for information on staffing practices, policies, and development. Download a free copy of the Benefits Tune-up Workbook.

Explore The Wi\$dom Path, a Tapestry of Faith curriculum that examines our attitudes and behaviors toward money in our everyday, spiritual, and congregational lives arranged around three themes: Money and Self; Money and Society; and Money, Spirit, and Life.

The UUA facilitates the continued growth, in the broadest sense of the term, of member congregations through several affordable loan options such as the Building Loan Program, Loan Guarantee Program, and the Small Projects Loan Program.

The Unitarian Universalist Common Endowment Fund (UUCF) is available for the investment of endowment funds, trust funds, and other assets of congregations that have a long-term investment perspective.



Launched in 2014, FAITHIFY (faithify.org) is a crowdfunding site where passionate people inspire, unite and fund Unitarian Universalist ministries.

UU COMMON READ

uua.org/books/read

The UU Common Read invites participants to read and discuss the same book in a given period of time. A Common Read can build community by giving diverse people a shared experience, shared language, and a basis for deep, meaningful conversations. Downloadable discussion guides include plans for both a single session and three more in-depth sessions.

The 2018-19 Common Read is *Justice on Earth: People of Faith Working at the Intersections of Race, Class, and Environment*, edited by Manish Mishra-Marzetti and Jennifer Nordstrom (Skinner House Books, 2018).

WORSHIP AND INSPIRATION

uua.org/worship

Whether you're looking to feed your own spirit or for a reading to open a meeting, browse WorshipWeb, a free and extensive online collection of readings, prayers and meditations for all occasions.



Or sign-up for Braver/Wiser, offering a weekly message of courage and compassion for life as it is. Every Wednesday we email an original written reflection by a contemporary religious leader, and brief prayer, grounded in Unitarian Universalism.

How do we cross cultural borders, grapple with grief and loss, navigate growth and change, strive for justice and action, or questioning conscience and belief? Unafraid to tackle the thorniest issues, Skinner House (uua.org/books/skinner) brings you insightful writing for every age and stage drawn from the Unitarian Universalist tradition.

From best-selling titles to national print and broadcast reviews, to college curricula and citywide reading programs, Beacon Press (beacon.org) books are known for their values-based, forward-thinking perspectives.

TRAIN & SUPPORT LEADERS

Mission
Priority



Prayer for Living in Tension

by Joseph M Cherry

If we have any hope of transforming the world
and changing ourselves,
we must be
bold enough to step into our discomfort,
brave enough to be clumsy there,
loving enough to forgive ourselves and others.
May we, as people of faith, be granted the
strength to be
so bold,
so brave,
and so loving.

The last year has been shaped—and grounded—by the efforts of three non-ordained religious educators, Kenny Wiley, Christina Rivera and Aisha Hauser, who, in spring 2017, courageously led our Unitarian Universalist Association in challenging and learning about the culture of white supremacy in which we live and breathe.

Over two weekends in April and May of last year, two-thirds of all UU congregations participated in a White Supremacy Teach-In developed by these three and offered in collaboration with Black Lives of UU. One of the Teach-In materials that was shared was a piece by Kenneth Jones and Tema Okun, *Dismantling Racism: A Workbook for Social Change Groups*.

This document became a guiding resource a few months later, in November 2017, when the LREDA board shut down regular programming at the annual Liberal Religious Educators Association' Fall Conference after the keynote facilitators spoke insensitively, paternalistically, and deeply patronizingly

toward people of color and others with marginalized identities.

Many of religious educators of color rose up and voiced anger toward the speakers, who were using racist and classist metaphors, as well as refusing to abide by LREDA guidelines to be inclusive in our shared space.

In that moment we did, as Joseph Cherry prayer reads, step into our discomfort—though it felt more like stumbling or crashing head first into it. The LREDA board was faced with a demand for change and we stepped into the unknown, uncomfortable, and allowed our colleagues of color to lead us into a revised and extraordinary program for the remainder of the conference.

What emerged was a lived collective experience of what dismantling white supremacy and centering the experiences of people of color and others with marginalized identities looks and feels like. I came away having learned a great deal about how white supremacy lives in me as well as an introduction to how it lives in the formal and informal systems of LREDA.

TRAIN & SUPPORT LEADERS



There had been renewed requests and suggestions from many of our members that they wanted to move forward and try, once again, to obtain delegate status for religious educators at General Assembly.

We consulted with respected colleagues and made the decision to move forward with getting a proposal on the ballot at the 2018 General Assembly in Kansas City. Many religious educators spent their winter holiday season working on this process.

We arrived in Kansas City very uncertain about how the vote would go. Then, after a meeting between the LREDA and UU Ministers Association boards, the UUMA voted to endorse our proposed amendment. We began to have some hope.

Would this actually be the year, after nearly seventy years of LREDA dreaming of delegate status for its members, that we would get the right to have our voices heard at the GA microphones and our votes counted? In the end, the vote was overwhelmingly in favor of our proposal. Change had come, not as a stumbling into a wall, but as a dream come true!

Finally, on the last day of GA, current and past LREDA board members gathered on the General Assembly stage to accept the President's Annual Award for Volunteer Service from Rev. Susan Frederick-Gray.

In her remarks, president Frederick-Gray noted, "Throughout its history and in this moment, LREDA and its members have been bold and fearless in challenging our faith to be more inclusive and to deal with the issues of the time with honesty and courage through an unwavering commitment to developmental learning and growth.

"LREDA and its leaders have long charged our Association to live and lead at the margins of our faith...from the initial conversations and leadership that created the About Your Sexuality and later the Our Whole Lives curricula, to commissioning their own antiracism audit, to becoming the first Welcoming Organization, LREDA has exemplified how courageous conversations create spaces where all are truly welcome."

The award recognized more than seventy years of religious educators leadership contributing to our association, our faith and the future of our faith.

Learn more at [LREDA.org](https://www.lreda.org)

Annie Scott is the current president of the Liberal Religious Educators Association (LREDA), and has been an active member of the association since 1992.

UUA Resources

Power shared is power multiplied. The UUA nurtures the leadership of people of all ages in our congregations with resources, events, and day-to-day support. Explore resources for both new and seasoned leaders.

INTERGENERATIONAL SPRING SEMINAR

uua.org/uu-uno

Held in New York City each year, the UU United Nations Office sponsored Spring Seminar is an opportunity for youth and adults to engage in workshops, peer and expert-led panel discussions, community building activities, and worship services on how to become global activists and advocates.

LEADERSHIP DEVELOPMENT

uua.org/leadership

Our brand new LeaderLab is a one-stop shop for new board members, committee chairs, welcoming teams and more. LeaderLab serves as a hub for online leadership training, in-person workshop resources, and paradigm-shifting videos.

MINISTERIAL TRANSITIONS

uua.org/careers/ministers/transitions

The health and vitality of our congregations depends in part on a good fit between a congregation and their minister. The UUA helps to connect ministers searching for a position with congregations who want to find a minister through information and resources for congregants, ministers, ministerial search representatives, compensation consultants, and regional staff throughout the search process for all types of ministers (assistant, contract, developmental, interim, or settled).

RELIGIOUS PROFESSIONALS OF COLOR

uua.org/multiculturalism/retreat



The UUA sponsors Finding Our Way Home, an annual retreat for religious professionals of color that offers community building, spiritual reflection and collegial support for participants.

YOUTH AND YOUNG ADULTS

uua.org/ages

UU religious education seeks to develop respectful, responsible, life-loving kids who know they are valued for all of who they are and are ready to show others the same deep acceptance. The UUA offers comprehensive, adaptable, and searchable children's curricula online, for congregations to use at no charge, including:

- **Tapestry of Faith** nurtures children in ethics, spirit, faith, and Unitarian Universalist identity through stories, activities, and social justice projects. Taking It Home and Find Out More sections extend learning for children along with their parents, families, and religious educators. Families can go online from home to explore the ideas and activities the children experience in their religious education program.
- **Our Whole Lives (OWL)** offers age-appropriate, self-affirming learning about bodies, reproduction, safety, health, gender, and sexual orientation for grades K-1 and grades 4-6.
- **Coming of Age** helps middle school youth explore what it means to be Unitarian Universalist. Over the course of a year, youth gather for fun workshops, retreats, and justice projects. With mentors and guides, participants explore what they believe, what they find meaningful, and how to build a spiritual "toolkit" to help them as they face the joys, sorrows, wonders, and challenges of being human.

ADVANCE OUR VALUES AND JUSTICE

Mission
Priority



When Unitarian Universalists are surrounded by fear and hate, our response has been to love bigger. Expand sanctuary. Remind ourselves of the beautiful theology that anchors our prophetic ministry.

In the spring of 2017 the UUA and the Unitarian Universalist Service Committee (UUSC) launched **Love Resists** to provide financing, technical assistance, and organizing support to bolster grassroots resistance led by vulnerable populations.

Love Resists guiding principle is to keep our hearts, ears, and eyes open to the needs of, and the guidance of, those most at risk. Grounded in the UUA's commitment toward dismantling white supremacy, Love Resists looks to support groups led by people of color and those directly impacted by criminalization. The result is a rich, compelling campaign that is responsive to current political situations while holding a long-view vision of radical, prophetic change.

Through the recommendation of our partners and our commitment to beloved community, Love Resists is focused on two aspects of criminalization: the need for expanded sanctuary and ending money bail.

Unitarian Universalist congregations have a long history of supporting sanctuary and expanded sanctuary is a much needed, community-wide response to the criminalization of immigrants today. While there are many aspects of expanded sanctuary, Love Resists, with guidance from our partners, has focused on physical sanctuary and accompaniment.

Physical sanctuary has been a tactic supported by our congregations since the 1980s, and currently, more than 85 UU congregations are publicly committed to offering physical sanctuary. A number of them are currently hosting an undocumented immigrant in danger of immediate deportation. Many are providing secondary support to families in sanctuary.

There are also a handful of congregations offering sanctuary without making their intent public to ensure the safety of the families in sanctuary. During Hurricane Harvey, UUs in Texas—aware of the misinformation circulating about access to shelters for undocumented families—offered safe shelter and resources during and following the storm.

In addition to physical sanctuary, Love Resists focuses on seeding and supporting accompaniment programs. This intentional focus is based on the desire to help UUs take on new, courageous forms of creating sanctuary in radical ways. Accompaniment programs offer partners, witnesses, and companions for individuals who must go to court or Immigration and Customs Enforcement hearings—events where undocumented immigrants are often seized, detained, and deported.

ADVANCE UUA VALUES AND MISSION

Every UUA region has engaged with Love Resists in committing vocally, radically, and deeply in resisting the criminalization of people. UUs around the country have joined sponsorship networks to support asylum seekers, and mini-grants have been offered to accompaniment networks in every UUA region.

Along with our work supporting immigrant justice, our campaign to combat criminalization has also supported local efforts focused on stopping the over-policing of communities. Partnering with the Church of the Larger Fellowship, our program worked with esteemed civil rights attorneys AI and Adam Gerhardstein, coaching eight congregations in how to do a power analysis of their local police departments, document where and to whom arrests are happening, get accountability meetings with their local police, and develop grassroots relationships.

The newest area of focus for Love Resists is partnering with Black Lives of Unitarian Universalism (BLUU) to put an end to the inhumane system of money bail, which disproportionately affects poor, immigrant, and people of color. On any given night, more than 450,000 people in the United States who have not been convicted of any crime are locked up simply because they don't have enough money for bail. Universalism means

no one is disposable and interdependence means that none of us are truly free as long as people are in jail.

Ahead of General Assembly 2018, Love Resists hosted a webinar on the growing movement to end money bond and pre-trial detention. Love Resists and BLUU offered multiple opportunities at General Assembly for attendees to gain a better understanding of #EndMoneyBail movement. Subsequently, BLUU and Love Resists piloted the use of an #EndMoneyBail toolkit with five congregations for later nationwide release.

With the campaign's foundation firmly in prophetic, transformative justice ministry, UUA staff working with Love Resists has created original spiritual resources for congregations and individuals to use.

Learn more at [UUA.org/lovesresists](https://uua.org/lovesresists)

Audra Friend is Communications Coordinator and the Love Resists project lead for the UUA. The UUA's Love Resists team includes Marchaé Grair, Janice Marie Johnson, Susan Leslie, Elizabeth Nguyen, and Rachel Walden.

JUSTICE



UUA Resources

Justice is at the core of our faith. Our congregations are called to make a positive difference in our wider communities. We work to serve, to raise awareness, and to support and partner with people who face injustice. Learn the 'do's and don'ts' for justice-seeking congregations, how to deepen engagement and connection, and how small group ministry can be organized for social change.



GREEN SANCTUARY **uua.org/environment/sanctuary**

The Green Sanctuary program provides structure, leadership and support, in broad collaboration, for the UU faith community to engage in an ambitious Environmental Justice and Climate Justice movement that seeks to live fully our seventh principle and achieve our vision of a viable and just world for all.

SIDE WITH LOVE **sidewithlove.org**

Whether it's in a public square, at a statehouse, or outside an immigrant detention center, UUs have been showing up to Side with Love since 2009 to confront issues of exclusion, oppression, and violence based on identity.



UU COLLEGE OF SOCIAL JUSTICE **uucs.org**

The UU College of Social Justice offers immersion experiences of service, faith and learning for youth, young adults, adults and religious professionals. A joint project of the UUA and the Unitarian Universalist Service Committee (UUSC), the college brings our faith to life in powerfully transformative environments.

UU UNITED NATIONS OFFICE **uua.org/uu-uno**

The UU United Nations Office promotes the goal of world community with peace, liberty, and justice for all, as reflected in the United Nations Charter. Through targeted education, advocacy, and outreach, the UU-UNO engages Unitarian Universalists in support of international cooperation and the work of the United Nations.

ORGANIZA- TIONAL AND INSTI- TUTIONAL CHANGE

Mission
Priority



In November 2017 I assumed a new role in the UUA as Special Advisor to the President on Institutional Inclusion, Equity, and Change. This signaled that the UUA's work to dismantle white supremacy in our workplace was a top priority for the Association's leadership.

President Susan Frederick-Gray and Executive Vice President Carey McDonald understood explicitly that the UUA's racial equity work included analyzing and transforming the workplace culture, and that it was essential that the UUA equip its staff to be able to support the larger community engaged in building Beloved Community, where people of color and other marginalized identities could thrive.

It has been encouraging to see UUA staff of diverse religious and ethnic identities embrace building a racial equity culture in numerous ways. UUA staff have coordinated teach-ins, organized learning communities, participated in identity groups and retreats, and engaged in cross-staff collaborations in an effort to transform the Association.

Staff of color have taken the lead through affinity group meetings, organizing a retreat, identifying needs, and issuing recommendations on how to make the UUA more welcoming to employees of color. Still, as a number of UUA staff of color raised in continuing conversations across the Association, much of the work on dismantling white supremacy continues to center whiteness and educating white people about the culture of white supremacy so deeply rooted in American society.

In February 2018, we secured the pro bono services of organizational development consultants, Cook Ross—known for their deep expertise in the role of unconscious bias in the workplace—to lead several members of UUA leadership in a strategy session to identify goals for the UUA's transformation work:

We aspire to be a UUA...

- That reflects the aspirations of Unitarian Universalism as a beloved anti-racist/anti-oppressive/multicultural faith community.
- In which the gifts of people of color and others of marginalized identities are valued, where they can be successful and advance in professional and volunteer religious leadership.

ORGANIZATIONAL A INSTITUTIONAL CH

Through this work, the UUA will ultimately be able to support the health of UU congregations and communities, particularly in supporting successful leadership of, and ministry to, people of color and other marginalized identities. The UUA will achieve these goals through transparent communication about our change processes and learning; consulting, coaching, and other resources adapted for UU institutions engaged in transforming their cultures; and modeling new ways of being that are grounded in learning, experimentation, and practice.

I and my colleagues are grateful for the guidance our Cook Ross consultants provided in setting clear vision and goals while enabling multiple paths to reach them, such as the use of a traveling metaphor where all journeyers are expected to a specific place at a specific date and time. However, these travelers may choose how they arrive, whether it's hiking, by bike, auto, train, or plane.

Cook Ross also asked the UUA to examine other moments in our organization's past

where organizational change had been successful, and what had made that success possible.

In thinking about the Association's move from its historic Beacon Hill location to 24 Farnsworth Street, participants identified several key factors:

- The goal, guiding values, and expectations were clear
- There was an internal team authorized to make the move happen
- UUA engaged expert guidance
- Staff were engaged in decision-making to create an environment based on work culture and responsibilities
- There was regular communication even if the communication was "there's nothing to report"

In June 2018 the UUA formed an Organizational Change Design Team (OCDT) from nominations of UUA employees. Since renamed Justice Equity Diversity Inclusion (JEDI), the team will design a process that will focus on three areas:

1. Organizational culture: Practices and policies that will enable the UUA to advance a racial equity culture, including how to overcome barriers to change.

ND ANGE



2. Staff development: Setting workplace goals and expectations for a racial equity culture and identifying the knowledge, skills, resources, and other support UUA staff need to effect the necessary changes for a racial equity culture.
3. Communication: Transparency and engagement and reporting to not only keep UUA staff informed about the progress and learning of the UUA but also share with the larger UU community what the UUA is trying and learning in our organizational change process.

I find this a most energizing and purposeful time to be working in Unitarian Universalism.

Learn more at

[UUA.org/justice/dismantle-white-supremacy](https://uua.org/justice/dismantle-white-supremacy)

Taquienna Boston is Director of Multicultural Growth and Witness and Special Advisor to the President for Institutional Inclusion, Equity, and Change. Based in Washington, DC, she is a member of All Souls Unitarian Church.

UUA Resources

The UUA offers an array of resources and services to help congregations large and small be better employers.

DISMANTLING WHITE SUPREMACY: **uua.org/justice/dismantle-white-supremacy**

White supremacy is the idea that white people are better and more deserving of wealth, power, and privilege than people of color. White supremacy pervades our culture, institutions, and relationships. It is a self-perpetuating system that continues to fuel colonialism, exploitation, oppressions, inequities, and brutalities that people of color experience. White supremacy affects everyone, and each of us has agency to undo it. There is work to do in congregations and there is personal work to do.

EMPLOYEE BENEFITS **uua.org/finance/compensation**

Unitarian Universalist organizations practice the values of our faith within their own walls by compensating their staff appropriately and providing access to high-quality benefits. The UUA coordinates health, dental and life insurance, as well as retirement plans for ministers and staff. Additional resources include a Benefits Tune-Up workbook and Welcoming and Onboarding checklist.

GROW NEW CONGREGA- TIONS AND COMMUNITIES

Mission
Priority



“May we all be seen and heard and loved.” — Rev. Connie Simon

This quote from the Rev. Connie Simon, Minister at First Unitarian Church of Cincinnati, exemplifies the premise of The Promise and the Practice of Our Faith campaign for Black Lives of Unitarian Universalism (BLUU).

The Promise and Practice campaign is more than fulfilling the UUA Board of Trustees’ \$5.3 million commitment to BLUU; it represents an association-wide effort to educate UUs and congregations about BLUU as well as to uplift and amplify the work of Black UUs.

Through this campaign, we are supporting the growth, spirituality, and vitality of Unitarian Universalism for everyone. For when we worship and are in community with each other, we all can “be seen and heard and loved.”

This campaign has brought about new ways for us to collaborate and partner with each other—our congregational leaders, donors, and our religious leaders and professionals of color—in fulfilling our financial commitment.

The UUA has committed \$1 million from its unrestricted endowment. UU congregations and affiliated UU entities were challenged to contribute the equivalent of \$10 per member with the goal of raising another million dollars toward the \$5.3 million goal. Long-time UUs and generous supporters of the UU causes, Brad and Julie Bradford, pledged \$1 million to match congregations’ gifts.

We have witnessed the bold generosity of many congregations and communities, including the UU Women’s Federation, the Northern New England District, and the UU Funding Panel—all of which provided significant financial support.

With my own personal experience as a Black woman working in this faith and being part of this faith, this campaign deeply resonated with me. Having previously worked in a large congregation, I had to unpack my own pain from experiences of macro and micro aggressions and fears of bringing my whole identity and self into my UU faith community.

As a Black woman in a predominately white faith, I have learned that UU spaces are often like so many other predominately white spaces in America, and I have become accustomed to navigating between two different worlds and shrink my being so that I am not fully seen or heard.

BLUU has helped shed light on this issue and has shaped their work around the isolation that many Black UUs feel in our faith with hopes of providing sources of healing, comfort and connection. My own participation in the online worship, pastoral care, and BLUU Revival has personally saved my faith and the faiths of many others.

My work on Promise and Practice has renewed my faith that we can grow and equip our UU communities and congregations with the knowledge and tools to be spaces that provide healing, comfort and connection for anyone who seeks it.

To date we have raised over \$4.2 million—and we are practicing new ways in uplifting the voices of those who have been historically silenced and shut out. The work is far from complete, but we know the possibility of growing in ways that all UUs will be seen and heard and loved.

Learn more at [UUA.org/bluu-campaign](https://uua.org/bluu-campaign)

Cheri Taylor is a major gift officer at the UUA; she is based outside Madison, WI.

GROW NEW CONGREGATIONS AND COMMUNITIES

UUA Resources

Congregational growth is about many things, not just numbers—congregations can grow in health, maturity, and outward-focused values. UUA Congregational Life staff offer workshops, education and other support tailored to small, midsize and large congregations.

ACCESSIBILITY

uua.org/accessibility/aim

Through Accessibility and Inclusion Ministries (AIM) program, congregations can receive guidance and support in welcoming people of all abilities and disabilities, in partnership with EqUUal Access.

MEMBERSHIP, GROWTH AND OUTREACH

uua.org/growth

Growth in numbers brings many blessings—and also significant challenges. Congregations of different sizes need different approaches. UUA Congregational Life staff is available to offer workshops, education, and leadership to help grow your congregation.



**BREAKTHROUGH
CONGREGATIONS**

uua.org/growth/breakthrough

Breakthrough Congregations seeks to celebrate and share innovative ways congregations are adapting to the challenges that they face in this changing religious landscape. A successful Breakthrough Congregation has demonstrated an innovation or adaptation that is entirely new to the congregation and could be useful to other congregations.

GRANTS AND LOANS

uua.org/finance/grants

The UUA offers several options for congregations to access grants and/or loans to assist with building or buying a new spiritual home, repairing or renovating existing facilities (such as making buildings more accessible), or expanding current facilities where substantial construction is required.

The UUA's Disaster Relief Fund awards grants to UU congregations and affiliated organizations to assist with repairing property damage, as well as assisting their members and community partners in the aftermath of a natural disaster.

REGATIONS



UU FUNDING PROGRAM uufunding.org

The Unitarian Universalist Funding Program (UUFPP) is a denominational grant-making program of the UUA, made possible by the generous support of the Unitarian Universalist Veatch Program at Shelter Rock. Grants are available to UU institutions that support the work of social justice; strengthen UU institutions and community life; address issues of social and economic justice; and make Unitarian Universalism more visible in the world.

UU World's "Seeker" issue is designed specifically as an introduction to Unitarian Universalism. The 32-page publication is an anthology of articles and photographs, organized in four sections: Who We Are, What We Believe, How We Gather, and What We Do. Available in packs of 10 or 25 from inSpirit UU Book and Gift Shop (uuabookstore.org), the Seeker issue is suitable for use in path to membership classes as well as generous outreach to people interested in learning more about Unitarian Universalism.



WELCOMING CONGREGATIONS uua.org/lgbtq

Religious spaces haven't always been welcoming of LGBTQ people. Being a Welcoming Congregation means striving for radical inclusion and creating spaces that honor every part of our identities. The work of welcoming is never done; congregations are invited to engage in the Five Practices of Welcome Renewal.

UU WORLD MAGAZINE uuworld.org

Quarterly print and digital versions of UU World magazine are published in March, June, September, and November; uuworld.org publishes news and original online-only content every week. Members of Unitarian Universalist congregations in the U.S. receive a free print subscription as a benefit of membership, thanks to congregations' generous support of the Annual Program Fund.



LEADERSHIP COUNCIL

The Leadership Council is comprised of the Association's senior staff and advises the UUA president on key issues and operations of the Association.

Rev. Susan Frederick-Gray
President

Carey McDonald
Executive Vice President

Helene Atwan
Director of Beacon Press

Taquiena Boston
Special Advisor to the President for Institutional Inclusion, Equity, and Change

Tim Brennan
Treasurer and Chief Financial Officer

John Hurley
Director of Communications

Janice Marie Johnson
Co-Director of Ministries and Faith Development

Rev. Sarah Lammert
Co-Director of Ministries and Faith Development

Rob Molla
Director of Human Resources

Rev. Lauren Smith
Director of Stewardship and Development

Mark Steinwinter
Director of Information Technology Services

Jessica York
Director of Congregational Life

Gregory Boyd

Kathleen Burek

Chelsea Hendrix
Youth Observer

Sarah Dan Jones

Tanner Linden
Youth Observer

Rev. Manish Mishra-Marzetti

Rev. Patrick McLaughlin

Latifa Woodhouse

BOARD OF TRUSTEES

Rev. Susan Frederick-Gray
President

Mr. Barb Greve
Co-Moderator

Elandria Williams
Co-Moderator

Denise Rimes
Vice Moderator

Lucia Santini Field
Financial Advisor

The UUA extends thanks and appreciation to Tim Atkins, Dick Jacke (deceased), Christina Rivera, and Bailey Saddlemire (youth observer) for their service on the Board of Trustees.

Trustee and Leadership Council rosters are as of February 1, 2019.

FINANCIAL PERFOR- MANCE

Tim Brennan, Treasurer and Chief Financial Officer

Fiscal year 2018 operating income decreased slightly from fiscal year 2017. In addition, Beacon Press had an outstanding year, generating more than \$8 million in sales, a record. Regular operating income from core activities was flat.

Core operations did slightly better than breakeven and overall the Association's operating results were also breakeven. For fiscal year 2018, income exceeded expenses by an immaterial \$152,000 on total revenues of \$38.9 million. Congregational giving through the Annual Program Fund is off to a strong start in fiscal year 2019, outpacing last year in revenue to date.

The UUA's invested assets, primarily the UU Common Endowment Fund (UUCEF), performed well, generating overall returns of \$10.2 million after distributions for operating expenses. The UUCEF reported a return of 9.9% (8.7% net of all fees and expenses) that placed the fund in the upper 5% when compared to like-sized endowments. Performance was down from the prior fiscal year due to market conditions, but outstanding when compared to other

endowments. Five, seven and ten-year returns were also strong and in excess of benchmarks.

The UUA Investment Committee remains committed to active management, global markets, and diversification, which have delivered benefits this year. And these results were achieved along with a strong commitment to Socially Responsible Investing. During fiscal year 2018, the Investment Committee and the Committee on Socially Responsible Investing have committed to greater collaboration, usually meeting together, with the result of better aligning the endowment's investment decisions with our UU values.

The audited financial statements of the UUA, highlights from which follow, have been reviewed by the board-appointed Audit Committee. The Association's auditors, Mayer Hoffman McCann P.C., issued a clean opinion. That is, they certified that the statements, which were prepared by the UUA staff, fairly present the financial condition of the Association in all material respects.

FINANCIAL HIGHLIGHTS



■ Charitable Gifts	42%
■ Net Sales from Publishing Activities	20%
■ Rent and Other Income	18%
■ Endowment Income	11%
■ Sales and Administrative Services	6%
■ Holdeen Trusts	3%



■ Annual Program Fund (Net to UUA)	58%
■ Unrestricted Gifts	13%
■ Grants	10%
■ Restricted Gifts (Campaign)	9%
■ Grants	4%
■ International Programs	3%
■ Living Tradition Fund	2%
■ Endowment Gifts	1%



■ Programs	75%
■ General and Administrative	18%
■ Stewardship and Development	5%
■ Rental Expense	2%



■ Equip congregations for health and vitality	34%
■ Train and support leaders for vital ministry	25%
■ Promote UU values and advance justice	24%
■ Extend and strengthen UU institutions	12%
■ Grow new congregations and communities	5%

Socially Responsible Investing

The UUA brings our values to bear in every decision related to the investment of our assets. For example:

- The UUA incorporates environmental, social, and governance (ESG) factors into stock and manager selection. Currently fully 80% of the investment strategies in the fund incorporate ESG. Our portfolio favors companies with strong ESG performance and avoids those that do not meet our criteria. When choosing managers of mutual funds, we look for those with strong ESG practices.
- The UUA is an active owner, using our shareholder rights to press companies for better performance on ESG issues. We vote all of our proxies, file shareholder resolutions, and engage in dialogue with corporations around issues of concern, such as climate change, executive compensation, political lobbying, GLBTQ and gender discrimination, fair chance employment, and the Dakota Access Pipeline.
- The UUA devotes significant assets to impact investing, which offers a “double bottom line” through private equity investments that offer both competitive market returns and measurable positive social and environmental impact.

UU Common Endowment Fund

The UU Common Endowment Fund, LLC, (UUCEF) is a professionally managed, diversified investment fund available to UU congregations, regions, and other related organizations. These organizations pool their assets with the UUA's to take advantage of economies of scale as well as professional management and oversight.

The Fund is overseen by the UUA's Investment Committee, made up of individuals with professional institutional management experience. The committee is advised by New England Pension Consultants, a leading institutional investment advisory firm focused on endowments, foundations, and pension funds.

The Fund invests with a long-term horizon and makes decisions through the lens of UU values as guided by our principles and the resolutions of General Assembly.

UUCEF currently has \$194 million under management (as of 9/30/18), which includes the endowment assets of the UUA and 373 congregations and related organizations. Congregations and trusts administered by the UUA hold 53% of the Fund's total assets, with the UUA holding the remaining 47%.

Key characteristics:

- Long-term investment strategy
- Investment portfolio diversified across asset classes, geography, and managers
- Managed by professional investment managers, each specializing in a particular strategy or asset class
- Reflects UU values while achieving financial goals
- Open to congregations, regions, and other UU organizations

Governance:

The UU Common Endowment Fund (UUCEF) is a separate legal entity from the UUA, with separate audit and financial statements. UUCEF is designated as a 501(c)3 charity by the Internal Revenue Service. UUA serves as manager of UUCEF, with the UUA Board of Trustees serving as the ultimate fiduciary.

Performance and Fees:

Annualized % return as of September 30, 2018:

	1 Yr	3 Yrs	5 Yrs	7 Yrs
Gross return	8.6	10.2	6.6	8.6
Return net of fees	7.4	9.0	5.5	7.5
Blended benchmark*	6.0	9.2	6.4	7.9

** Benchmarks of each asset class (US equities, international equities, bonds, etc.) weighted according to the relative asset value of each.*

Expenses are approximately 1.2% of average net assets (expenses include investment manager fees, consulting, custody, audit, other expenses, and 0.20% to the UUA for administrative services).

For more information visit uucef.org, or contact the fund at treasurerasst@uua.org or (617) 948-4306.

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION FOR THE FISCAL YEARS ENDING JUNE 30 (IN \$ THOUSANDS)

CONSOLIDATED STATEMENT OF ACTIVITIES

	FY 2018	FY 2017
Support and revenue	40,284	40,618
Expenditures	38,699	38,832
Change in net assets from operations	1,585	1,786
Change in net assets from non-operating activities	11,645	21,416
Minority interest in investment earnings of UUCEF	(7,912)	(11,813)
Change in net assets	5,318	11,389
Net assets, beginning of year	175,512	164,123
Net assets, end of year	180,830	175,512

BALANCE SHEET

Assets	FY 2018	FY 2017
Cash, receivables and other assets	18,524	15,026
Investments	190,575	182,648
Funds held in trust by others and in support of split interest agreements	55,674	54,273
Property and equipment, net	34,482	35,340
Other assets	6,584	6,940
Total assets	305,839	294,227

Liabilities and net assets

Accounts payable, accrued expenses, agency liability	8,066	6,320
Bank Debt	7,495	8,388
Other liabilities	9,292	9,253
Total liabilities	24,853	23,961
Minority interest in UUCEF	100,156	94,754
Net assets		
Unrestricted	57,951	57,430
Temporarily Restricted	63,508	59,732
Permanently restricted	59,371	58,350
Total net assets	180,830	175,512
Total liabilities and net assets	305,839	294,227

The financial statements of the Unitarian Universalist Association (UUA) as of June 30, 2018, were examined by the independent certified public accounting firm Mayer Hoffman McCann PC, Boston, MA. The above are financial highlights. The complete audited financial statements and report are available at UUA.org.

CON- TRIBU- TORS

Congregational Honor Roll

Thank you to all of our UU congregations for your generous contributions to the Annual Program Fund (APF) and the Generously Investing for Tomorrow (GIFT) program in the Southern Region, which embodies the covenant between us and fulfills our promise of mutual support.



Leadership Congregations

We thank the 50 most generous congregations that contributed the full requested amount (Honor Congregation) to APF or GIFT in fiscal year 2018.

UU Congregation of Phoenix
Paradise Valley, AZ

UU Society of Sacramento
Sacramento, CA

First UU Church of San Diego
San Diego, CA

Mt. Diablo UU Church
Walnut Creek, CA

First Unitarian Society of Denver
Denver, CO

First Universalist Church of Denver
Denver, CO

Foothills Unitarian Church
Fort Collins, CO

Jefferson Unitarian Church
Golden, CO

Unitarian Society of New Haven
Hamden, CT

UU Society: East
Manchester, CT

First Unitarian Soc of Wilmington
Wilmington, DE

First Unitarian Church of Orlando
Orlando, FL

First UC of Des Moines
Des Moines, IA

Unitarian Church of Evanston
Evanston, IL

UU Church of Bloomington
Bloomington, IN

Unitarian Church of Baton Rouge
Baton Rouge, LA

First Parish UU of Arlington MA
Arlington, MA

First Parish in Bedford
Bedford, MA

Church of the Larger Fellowship
Boston, MA

Follen Church
Lexington, MA

First Religious Soc in Newburyport
Newburyport, MA

First Unitarian Universalist Society
in Newton
Newton, MA

The North Parish of North Andover
North Andover, MA

UU Church of Annapolis
Annapolis, MD

Cedar Lane UU Church
Bethesda, MD

River Road UU Congregation
Bethesda, MD

UU Church of Charlotte
Charlotte, NC

UU Fellowship of Winston Salem
Winston-Salem, NC

UUC of Portsmouth South Church
Portsmouth, NH

UU Congregation of Monmouth County
Lincroft, NJ

The UU Congregation at Montclair
Montclair, NJ

Morristown Unitarian Fellowship
Morristown, NJ

UU Congregation of Princeton
Princeton, NJ

The Unitarian Church in Summit
Summit, NJ

UUC at Washington Crossing
Titusville, NJ

UU Church of Buffalo
Buffalo, NY

UU Cong at Shelter Rock
Manhasset, NY

UU Soc of Schenectady
Schenectady, NY

West Shore UU Church
Cleveland, OH

All Souls Unitarian Church
Tulsa, OK

Main Line Unitarian Church
Devon, PA

Unitarian Society of Germantown
Philadelphia, PA

First UC of Pittsburgh
Pittsburgh, PA

UU Fellowship of Centre County
State College, PA

First UC of Providence
Providence, RI

First Unitarian Church of Memphis
Memphis, TN

First UC of Dallas
Dallas, TX

Mt Vernon Unitarian Church
Alexandria, VA

First UU Church of Richmond
Richmond, VA

Fox Valley UU Fellowship
Appleton, WI

Honor Congregations

We thank these congregations that have contributed the full requested APF or GIFT amount in fiscal year 2018.

■ Indicates congregations that have contributed the full requested amount for 25 or more consecutive years.

■ Indicates congregations that have contributed the full requested amount for 10 - 24 consecutive years.

Auburn UU Fellowship
Auburn, Alabama ■

First Universalist Church of Camp Hill
Camp Hill, Alabama

UU Congregation of the Shoals
Florence, Alabama ■

UU Fellowship of Mobile
Mobile, Alabama ■

UU Congregation of Tuscaloosa
Tuscaloosa, Alabama ■

Anchorage UU Fellowship
Anchorage, Alaska ■

UU Fellowship of Fairbanks
Fairbanks, Alaska ■

Juneau UU Fellowship
Juneau, Alaska ■

Sitka UU Fellowship
Sitka, Alaska

Valley UU Congregation
Chandler, Arizona ■

Sedona UU Fellowship
Cottonwood, Arizona ■

Beacon Unitarian
Universalist Congregation
Flagstaff, Arizona

West Valley UU Church
Glendale, Arizona

UU Congregation of Phoenix
Paradise Valley, Arizona ■

Granite Peak UU Congregation
Prescott, Arizona ■

Prescott UU Fellowship

Prescott, Arizona ■

Sky Island UU Church
Sierra Vista, Arizona ■

UU Church
Surprise, Arizona

Mountain Vista UU Congregation
Tucson, Arizona ■

Eureka UU Fellowship
Eureka Springs, Arkansas ■

UU Church of Hot Springs
Hot Springs, Arkansas

UU Village Church
Hot Springs Village, Arkansas ■

UU Fellowship of Jonesboro
Jonesboro, Arkansas

UU Church of Little Rock
Little Rock, Arkansas ■

UU Fellowship of Mountain Home
Mountain Home, Arkansas

Unitarian Universalist Fellowship of
Benton County
Rogers, Arkansas

UU Fellowship of Santa Cruz County
Aptos, California

Sierra Foothills UUs
Auburn, California ■

Humboldt UU Fellowship
Bayside, California

Berkeley Fellowship of UUs
Berkeley, California ■

UU Community of Cambria
Cambria, California

Emerson UU Church
Canoga Park, California ■

UU Church of the Monterey Peninsula
Carmel, California ■

UU Fellowship in Chico
Chico, California ■

Orange Coast UU Church
Costa Mesa, California ■

UU Church of Davis
Davis, California ■

Chalice UU Congregation
Escondido, California ■

Mission Peak UU Congregation
Fremont, California ■

The UU Church of Fresno
Fresno, California ■

The UU Congregation in Fullerton
Fullerton, California ■

Live Oak UU Congregation
Goleta, California ■

UU Community of the Mountains
Grass Valley, California

Starr King UU Church
Hayward, California ■

UU Community of Lake County
Kelseyville, California ■

UU Church of the Verdugo Hills
La Crescenta, California ■

UU Fellowship of Laguna Beach
Laguna Beach, California ■

Tapestry, a UU Congregation
Lake Forest, California

UU Church of Long Beach
Long Beach, California ■

First Unitarian Church of Los Angeles
Los Angeles, California ■

Monte Vista UU Congregation
Montclair, California ■

Napa Valley UUs
Napa, California ■

Conejo Valley UU Fellowship
Newbury Park, California ■

Sepulveda UU Society
North Hills, California

First Unitarian Church of Oakland
Oakland, California

UU Church of Palo Alto
Palo Alto, California ■

First Universalist Parish of Pasadena,
dba Throop Memorial
Pasadena, California

UUs of Petaluma
Petaluma, California

UU Fellowship of Porterville
Porterville, California ■

Pacific Unitarian Church,
a UU Congregation
Rancho Palos Verdes, California

South Bay Unitarian Fellowship
Redondo Beach, California ■

UU Fellowship of Redwood City
Redwood City, California ■

UU Society of Sacramento
Sacramento, California

First UU Church of San Diego
San Diego, California ■

First Unitarian Universalist Society
of San Francisco
San Francisco, California

First Unitarian Church of San Jose
San Jose, California ■

UU Fellowship San Luis Obispo County
San Luis Obispo, California

UUs of San Mateo
San Mateo, California ■

UUs of Santa Clarita Valley
Santa Clarita, California ■

UU Church of Santa Paula
Santa Paula, California ■

Unitarian Universalist Congregation,
Santa Rosa
Santa Rosa, California ■

Summit UU Fellowship
Santee, California ■

UU Fellowship of Sunnyvale
Sunnyvale, California ■

UU Church of Ventura
Ventura, California ■

UU Fellowship of Visalia
Visalia, California

Palomar UU Fellowship
Vista, California

Mt. Diablo UU Church
Walnut Creek, California ■

UU Church of Boulder
Boulder, Colorado ■

Two Rivers Unitarian Universalist
Carbondale, Colorado ■

First Unitarian Society of Denver
Denver, Colorado

First Universalist Church of Denver
Denver, Colorado ■

High Country UU Fellowship
Dillon, Colorado ■

UU Fellowship of Durango
Durango, Colorado ■

Foothills Unitarian Church
Fort Collins, Colorado

Jefferson Unitarian Church
Golden, Colorado

UU Congregation of the Grand Valley
Grand Junction, Colorado ■

UU Church of Greeley
Greeley, Colorado ■

The Boulder Valley UU Fellowship
Lafayette, Colorado ■

Namaqua UU Congregation
Loveland, Colorado ■

Pagosah UU Fellowship

Pagosa Springs, Colorado

UU Society in Brooklyn, Connecticut
Brooklyn, Connecticut

Unitarian Society of New Haven
Hamden, Connecticut

Unitarian Society of Hartford
Hartford, CT

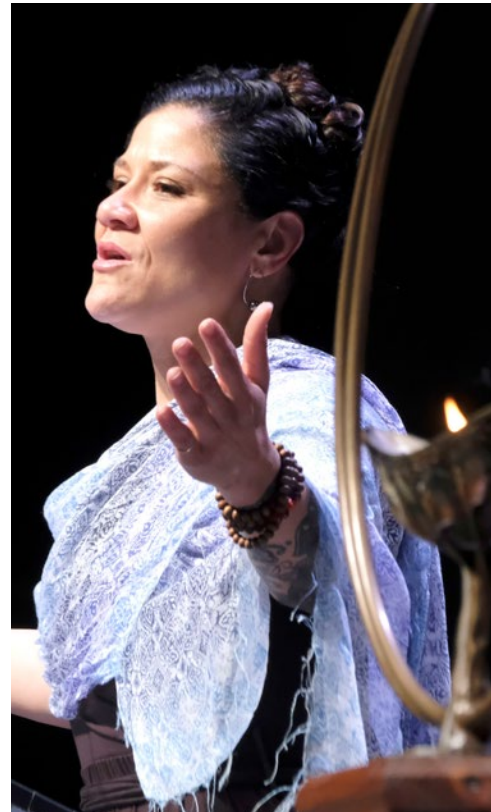
Unitarian Fellowship
of Northwest Connecticut
Lakeville, Connecticut

Shoreline UU Society
Madison, Connecticut

UU Society: East
Manchester, Connecticut ■

UU Church in Meriden
Meriden, Connecticut

UU Society
New Britain, Connecticut



First Universalist Society in New Haven
New Haven, Connecticut ■

UU Church of Norwich CT
Norwich, Connecticut

Unitarian Fellowship of Storrs
Storrs Mansfield, Connecticut ■

UU Church Greater Bridgeport
Stratford, Connecticut

UUs of Southern Delaware
Lewes, Delaware ■

UU Society of Mill Creek (Delaware)
Newark, Delaware ■

First Unitarian Church of Wilmington
Wilmington, Delaware

Washington Ethical Society
Washington, District of Columbia

UU Church in the Pines
Brooksville, Florida ■

First UU Church of West Volusia
Deland, Florida ■

UU Congregation of Lake County
Eustis, Florida

Nature Coast UUs
Holder, Florida

All Souls Miami
Miami, Florida

UU Congregation of Greater Naples
Naples, Florida ■

Mosaic UU Congregation
Orange City, Florida ■

Buckman Bridge UU Church
Orange Park, Florida

First Unitarian Church of Orlando
Orlando, Florida

University UU Society
Orlando, Florida ■

UU Congregation Ormond Beach
Ormond Beach, Florida

UU Fellowship of Bay County
Panama City, Florida ■

Community UU Church
Port Orange, Florida ■

Friendship Fellowship at Pineda
Rockledge, Florida

UU Fellowship of St Augustine
St Augustine, Florida ■

UU United Fellowship
St Petersburg, Florida ■

Tri-County Unitarian Universalists (FL)
Summerfield, Florida ■

UU Fellowship of Sun City Center
Sun City Center, Florida ■

UU Church of Tallahassee
Tallahassee, Florida

UU Church of Tampa
Tampa, Florida ■

UU Church of Tarpon Springs
Tarpon Springs, Florida

UU Fellowship of the Emerald Coast
Valparaiso, Florida ■

UU Congregation of Venice
Venice, Florida ■

UU Church of Brevard
West Melbourne, Florida

The Unitarian Universalist Church
of Augusta
Augusta, Georgia ■

Canon UU Church
Canon, Georgia ■

Georgia Mountains UU Church
Dahlonega, Georgia ■

Mountain Light UU Church
Ellijay, Georgia ■

Emerson UU Congregation
Marietta, Georgia ■

UU Metro Atlanta North Congregation
Roswell, Georgia

Northwest UU Congregation
Sandy Springs, Georgia ■

UU Fellowship of Statesboro
Statesboro, Georgia ■

Unitarian Fellowship of Valdosta
Valdosta, Georgia ■

First Unitarian Church of Honolulu
Honolulu, Hawaii ■

Boise UU Fellowship
Boise, Idaho ■

North Idaho UUs
Coeur D Alene, Idaho

UU Church in Idaho Falls
Idaho Falls, Idaho

UU Church of the Palouse
Moscow, Idaho ■

Pocatello UU Fellowship
Pocatello, Idaho ■

Magic Valley UU Fellowship
Twin Falls, Idaho ■

First Unitarian Church
Alton, Illinois

The Federated Church
Avon, Illinois

UU Church of Bloomington Normal
Bloomington, Illinois ■

UU Fellowship of Eastern Illinois
Charleston, Illinois

All Souls Free Religious Fellowship
Chicago, Illinois

Peoples Church of Chicago
Chicago, Illinois ■

Third Unitarian Church of Chicago
Chicago, Illinois ■

UU Fellowship of Decatur
Decatur, Illinois ■

UU Fellowship of DeKalb
DeKalb, Illinois

Unitarian Church of Evanston
Evanston, Illinois

Prairie Circle UU Congregation
Grayslake, Illinois

Countryside Church UU
Palatine, Illinois

Abraham Lincoln UU Congregation
Springfield, Illinois ■

UU Church of Urbana Champaign
Urbana, Illinois ■

UU Church of Bloomington, Indiana
Bloomington, Indiana ■

UU Congregation of Columbus, Indiana
Columbus, Indiana ■

UU Community Church
of Hendricks County
Danville, Indiana ■

UU Fellowship of Elkhart
Elkhart, Indiana

UU Church of Evansville
Evansville, Indiana ■

UU Congregation of Fort Wayne
Fort Wayne, Indiana

First Unitarian Church of Hobart
Hobart, Indiana ■

Oaklandon UU Church
Indianapolis, Indiana ■

UU Fellowship of Kokomo
Kokomo, Indiana ■

UU Church of Muncie
Muncie, Indiana ■

First Unitarian Church of South Bend
South Bend, Indiana ■

First Unitarian Universalist
Congregation
Terre Haute, Indiana

UU Church of Tippecanoe County
West Lafayette, Indiana ■

Heartland UU Church
Zionsville, Indiana

Unitarian Universalist Fellowship
of Ames, Iowa
Ames, Iowa ■

Cedar Valley Unitarian Universalists
Cedar Falls, Iowa ■

UU Society of Iowa City
Coralville, Iowa

Northeast Iowa UU Fellowship
Decorah, Iowa ■

First Unitarian Church
of Des Moines Iowa
Des Moines, Iowa ■

UU Fellowship of Dubuque
Dubuque, Iowa ■

UU Fellowship of North Central Iowa
Mason City, Iowa ■

First Unitarian Church
Sioux City, Iowa ■

UU Fellowship of Manhattan
Manhattan, Kansas ■

The UU Fellowship of Salina
Salina, Kansas ■

First UU Church of Wichita Kansas
Wichita, Kansas ■

UU Church of Bowling Green
Bowling Green, Kentucky

Clifton Universalist Unitarian Church
Louisville, Kentucky

Thomas Jefferson Unitarian Church
Louisville, Kentucky ■

Unitarian Church of Baton Rouge
Baton Rouge, Louisiana ■

UU Fellowship of Lafayette Louisiana
Lafayette, Louisiana ■

First UU Church of New Orleans
New Orleans, Louisiana

UU Church of Brunswick
Brunswick, Maine

UU Congregation of Castine
Castine, Maine ■

Midcoast UU Fellowship
Damariscotta, Maine

UU Meeting House of Pittsfield
Maine Pittsfield, Maine ■

First Universalist Church in Rockland
Rockland, Maine

First Universalist Church of Yarmouth
Yarmouth, Maine ■



Paint Branch UU Church
Adelphi, Maryland

UU Church of Annapolis
Annapolis, Maryland ■

The First Unitarian Church of Baltimore
Baltimore, Maryland ■

UU Congregation of the Chesapeake
Barstow, Maryland

Cedar Lane UU Church
Bethesda, Maryland ■

River Road UU Congregation
Bethesda, Maryland

Goodloe Memorial UU Congregation
Bowie, Maryland ■

Davies Memorial UU Church
Camp Springs, Maryland ■

UUs of the Chester River
Chestertown, Maryland ■

UU Fellowship of Harford County
Churchville, Maryland ■

UU Fellowship of Greater Cumberland
Cumberland, Maryland ■

UU Fellowship at Easton
Easton, Maryland ■

Channing Memorial Church, UU
Ellicott City, Maryland ■

Cedarhurst UUs
Finksburg, Maryland ■

UU Congregation of Frederick
Frederick, Maryland

Sugarloaf Congregation of UU
Germantown, Maryland

UU Church of Hagerstown
Hagerstown, Maryland ■

UU Fellowship of Southern Maryland
Leonardtown, Maryland ■

UU Fellowship at Salisbury
Salisbury, Maryland ■

UU Society of Amherst

Amherst, Massachusetts

First Parish UU of Arlington,
Massachusetts
Arlington, Massachusetts ■

First Parish in Bedford
Bedford, Massachusetts ■

First Parish Church of Berlin
Berlin, Massachusetts

The First Parish of Bolton
Bolton, Massachusetts

Church of the Larger Fellowship
Boston, Massachusetts ■

First Parish Church
Unitarian-Universalist
Bridgewater, Massachusetts

First Parish in Brookline
Brookline, Massachusetts ■

First Parish in Cambridge
Cambridge, Massachusetts ■

First Parish UU Canton
Canton, Massachusetts

First Congregational Society Unitarian
Chelmsford, Massachusetts ■

First Parish in Cohasset
Cohasset, Massachusetts

The First Church of Deerfield
Deerfield, Massachusetts ■

The Dover Church
Dover, Massachusetts ■

UU Fellowship of Falmouth
East Falmouth, Massachusetts ■

The Federated Church of Orleans
East Orleans, Massachusetts ■

Nauset Fellowship
Eastham, Massachusetts

UU Society of Grafton & Upton
Grafton, Massachusetts ■

First Parish Church of Groton
Groton, Massachusetts ■

First Congregational Unitarian Church
of Harvard
Harvard, Massachusetts ■

Second Parish in Hingham
Hingham, Massachusetts ■

Hopedale Unitarian Parish
Hopedale, Massachusetts ■

UU Meeting of South Berkshire
Housatonic, Massachusetts

First Parish Unit Church of Hubbardston
Hubbardston, Massachusetts ■

Unitarian Church
of Marlborough & Hudson
Hudson, Massachusetts

First Church in Jamaica Plain
Jamaica Plain, Massachusetts

First Parish in Kingston
Kingston, Massachusetts ■

Leicester Unitarian Church
Leicester, Massachusetts

First Congregational Society
Leominster, Massachusetts

Follen Church
Lexington, Massachusetts ■

First Parish in Malden Universalist
Malden, Massachusetts

Melrose UU Church
Melrose, Massachusetts ■

First UU Society of Middleboro
Middleboro, Massachusetts ■

First Parish in Milton UU
Milton, Massachusetts

Second Congregational
Meeting House Society UU
Nantucket, Massachusetts

First Parish in Needham UU
Needham, Massachusetts ■

First Religious Society,
UU in Newburyport
Newburyport, Massachusetts ■

First Unitarian Universalist Society
in Newton
Newton, Massachusetts ■

The North Parish of North Andover
North Andover, Massachusetts ■

Unity Church of North Easton
North Easton, Massachusetts

Unitarian Society
of Northampton & Florence
Northampton, Massachusetts

First Parish Church UU
Northborough, Massachusetts

First Parish of Norwell
Norwell, Massachusetts

First Universalist Church of Orange
Orange, Massachusetts

St Paul's Church of Palmer, MA
Palmer, Massachusetts ■

First Parish in Plymouth
Plymouth, Massachusetts

UU Meeting House of Provincetown
Provincetown, Massachusetts

United First Parish Church
Quincy, Massachusetts ■

UU Congregation at
First Church in Roxbury
Roxbury, Massachusetts

Unitarian Church of Sharon
Sharon, Massachusetts ■

UU Area Church
at First Parish in Sherborn
Sherborn, Massachusetts ■

The First Church in Sterling
Sterling, Massachusetts

Federated Church
Sturbridge, Massachusetts

UU Church of Greater Lynn
Swampscott, Massachusetts ■

UU Society of Martha's Vineyard
Vineyard Haven, Massachusetts ■

The First Parish in Wayland
Wayland, Massachusetts

UU Society of Wellesley Hills
Wellesley Hills, Massachusetts

Winchester Unitarian Society
Winchester, Massachusetts ■

Community Unitarian Universalists
in Brighton
Brighton, Michigan

Universalist Unitarian Church of
Farmington
Farmington Hills, Michigan

UU Congregation of Flint
Flint, Michigan

Grosse Pointe Unitarian Church
Grosse Pointe, Michigan ■

UU Church of Greater Lansing
Lansing, Michigan ■

UU Fellowship of Midland
Midland, Michigan ■

UU Fellowship of Central Michigan
Mt Pleasant, Michigan ■

Harbor UU Congregation
Muskegon, Michigan ■

New Hope, A UU Congregation
New Hudson, Michigan ■

UU Congregation of Petoskey
Petoskey, Michigan

Berrien UU Fellowship
Saint Joseph, Michigan ■

Northwest UU Church
Southfield, Michigan ■

Beacon UU Congregation
Troy, Michigan

Headwaters UU Fellowship
Bemidji, Minnesota ■

Dakota UU Church
Burnsville, Minnesota

Michael Servetus Unitarian Society
Fridley, Minnesota ■

Nora Church UU
Hanska, Minnesota ■

UU Fellowship of Mankato
Mankato, Minnesota

UU Fellowship of Northfield
Northfield, Minnesota ■

First UU Church of Rochester, MN
Rochester, Minnesota

St Cloud UU Fellowship
Saint Cloud, Minnesota ■

Unitarian Church of Underwood
Underwood, Minnesota ■

Mesabi UU Church
Virginia, Minnesota

UU Fellowship of Winona
Winona, Minnesota ■

Gulf Coast UU Fellowship
Gulfport, Mississippi

UU Church of Jackson
Jackson, Mississippi ■

Our Home Universalist Unitarian Church
Laurel, Mississippi ■

UU Congregation of Oxford
Oxford, Mississippi ■

UU Congregation of Tupelo
Tupelo, Mississippi ■

UU Church
Columbia, Missouri ■



UU Fellowship of Jefferson City
Jefferson City, Missouri ■

UU Fellowship of Rolla
Rolla, Missouri ■

First UU Church of Springfield
Springfield, Missouri

Billings UU Fellowship
Billings, Montana ■

UU Fellowship of Bozeman
Bozeman, Montana ■

Glacier UU Fellowship
Kalispell, Montana ■

UU Fellowship of Missoula
Missoula, Montana ■

Kearney UU Fellowship
Lexington, Nebraska ■

Unitarian Church of Lincoln
Lincoln, Nebraska ■

First Unitarian Church
Omaha, Nebraska

Second Unitarian Church of Omaha
Omaha, Nebraska ■

UU Congregation of Las Vegas
Las Vegas, Nevada ■

UU Fellowship of Northern Nevada
Reno, Nevada ■

Durham UU Fellowship
Durham, New Hampshire ■

The Federated Church of Marlborough
Marlborough, New Hampshire

UU Church of Nashua New Hampshire
Nashua, New Hampshire ■

Newfields Community Church
Newfields, New Hampshire

Nottingham Community Church UU
Nottingham, New Hampshire

Peterborough UU Church
Peterborough, New Hampshire

Starr King UU Fellowship
Plymouth, New Hampshire ■

South Church
Portsmouth, New Hampshire

UU Fellowship of the Eastern Slopes
Tamworth, New Hampshire

Walpole Unitarian Church
Walpole, New Hampshire

First UU Fellowship
of Hunterdon County
Baptistown, New Jersey ■

UU Church in Cherry Hill
Cherry Hill, New Jersey

The Unitarian Society,
a UU Congregation
East Brunswick, New Jersey ■

UU Ocean County Congregation
LANOKA HARBOR, New Jersey ■

UU Congregation of Monmouth County
Lincroft, New Jersey ■

The UU Congregation at Montclair
Montclair, New Jersey ■

Morristown Unitarian Fellowship
Morristown, New Jersey

UU Fellowship of Sussex County
Newton, New Jersey ■

First UU Church of Essex County
Orange, New Jersey

Central Unitarian Church
Paramus, New Jersey ■

First Unitarian Society of Plainfield
Plainfield, New Jersey

UU Congregation
of the South Jersey Shore
Pomona, New Jersey ■

UU Congregation of Princeton
Princeton, New Jersey ■

The Unitarian Society of Ridgewood NJ
Ridgewood, New Jersey ■

UU Congregation of Somerset Hills
Somerville, New Jersey ■

Beacon UU Congregation in Summit
Summit, New Jersey ■

UU Church at Washington Crossing
Titusville, New Jersey ■

Lakeland UU Fellowship
Wayne, New Jersey

UU Fellowship of Otero County
Alamogordo, New Mexico ■

San Juan Unitarian Fellowship
Farmington, New Mexico

UU Church of Las Cruces
Las Cruces, New Mexico

First UU Society of Albany
Albany, New York ■

UU Society of South Suffolk
Bay Shore, New York

UU Fellowship of Big Flats
Big Flats, New York

UU Congregation of Binghamton
Binghamton, New York ■

UU Congregation of The South Fork
Bridgehampton, New York ■

Brockport UU Fellowship
Brockport, New York

All Souls Bethlehem Church
Brooklyn, New York ■

UU Church of Buffalo
Buffalo, New York

UU Church of Canandaigua
Canandaigua, New York ■

UU Church of Canton
Canton, New York

UU Fellowship of Chautauqua
Chautauqua, New York ■

UU Church of East Aurora
East Aurora, New York ■

UU Congregation
of Northern Chautauqua
Fredonia, New York ■

South Nassau UU Congregation
Freeport, New York

UU Congregation of Central Nassau
Garden City, New York

North Fork UU Fellowship
Greenport, New York

UU Church of Hamburg
Hamburg, New York ■

UU Fellowship of Huntington
Huntington, New York ■

UU Congregation of Jamestown NY
Jamestown, New York ■

UU Congregation of the Catskills
Kingston, New York ■

St Paul Universalist Church
Little Falls, New York

UU Congregation at Shelter Rock
Manhasset, New York ■

UU Fellowship of Northern Westchester
Mount Kisco, New York ■

Fourth Universalist Society
in the City of New York
New York, New York ■

The Community Church of New York UU
New York, New York ■

UU Fellowship of Plattsburgh NY
Plattsburgh, New York ■

UU Congregation of Rockland County
Pomona, New York

UU Fellowship of Poughkeepsie
Poughkeepsie, New York

The First Universalist Church
of Rochester
Rochester, New York

UU Society of Schenectady
Schenectady, New York

The First Universalist Church
of Southold
Southold, New York

Unitarian Church of Staten Island
Staten Island, New York ■

UU Fellowship at Stony Brook
Stony Brook, New York ■

UU Congregation at Rock Tavern
Washingtonville, New York ■

All Souls UU Church
Watertown, New York ■

Community UU Congregation
at White Plains
White Plains, New York

UU Congregation
of the Swannanoa Valley
Black Mountain, North Carolina

UUs of Transylvania County
Brevard, North Carolina ■

UU Church of Charlotte
Charlotte, North Carolina ■

UU Fellowship
of Franklin North Carolina
Franklin, North Carolina

UU Church of Catawba Valley
Hickory, North Carolina

UU Congregation of Hillsborough
Hillsborough, North Carolina ■

UU Fellowship of New Bern NC
New Bern, North Carolina

UU PEACE Fellowship
Raleigh, North Carolina ■

UU Fellowship of Rocky Mount
Rocky Mount, North Carolina ■

Thermal Belt UU Fellowship
Tryon, North Carolina

UU Fellowship of Winston-Salem
Winston-Salem, North Carolina ■

Bismarck Mandan UU Fellowship
and Church
Bismarck, North Dakota ■

Grand Forks UU Fellowship
Grand Forks, North Dakota

UU Fellowship of Athens Ohio
Athens, Ohio ■

UU Congregation of the Ohio Valley
Bellaire, Ohio ■

First Unitarian Church
Cincinnati, Ohio ■

St. John's UU Church
Cincinnati, Ohio ■

West Shore UU Church
Cleveland, Ohio ■

Miami Valley UU Fellowship
Dayton, Ohio ■

Delaware UU Fellowship
Delaware, Ohio

UU Church of Blanchard Valley
Findlay, Ohio

UU Church of Kent
Kent, Ohio

North UU Congregation
Lewis Center, Ohio

UU Fellowship of Lima Ohio
Lima, Ohio

First UU Society of Marietta
Marietta, Ohio ■

Southwest UU Church
North Royalton, Ohio ■

Hopedale UU Community
Oxford, Ohio ■



UU Fellowship of the Firelands
Sandusky, Ohio ■

UU Fellowship of Wayne County Ohio
Wooster, Ohio ■

UU Fellowship of Yellow Springs
Yellow Springs, Ohio ■

UU Church of Bartlesville
Bartlesville, Oklahoma

UU Church of Lawton
Lawton, Oklahoma

All Souls Unitarian Church
Tulsa, Oklahoma

Rogue Valley UU Fellowship
Ashland, Oregon ■

Pacific UU Fellowship
Astoria, Oregon ■

UU Fellowship of Central Oregon
Bend, Oregon ■

South Coast UU Fellowship
Coos Bay, Oregon ■

UU Fellowship of Corvallis
Corvallis, Oregon ■

Florence UU Fellowship
Florence, Oregon

UUs of Grants Pass
Grants Pass, Oregon

UU Community Church
of Washington County
Hillsboro, Oregon ■

Mid Columbia UU Fellowship
Hood River, Oregon ■

UU Fellowship of Klamath County
Klamath Falls, Oregon

UU Fellowship of McMinnville
McMinnville, Oregon

UU Congregation at Willamette Falls
Oregon City, Oregon ■

Eastrose Fellowship UU
Portland, Oregon ■

West Hills UU Fellowship
Portland, Oregon

Wy'east UU Congregation
Portland, Oregon ■

Umpqua UU Congregation
Roseburg, Oregon ■

UU Congregation of Salem
Salem, Oregon ■

South Park UU Fellowship
West Linn, Oregon ■

UU Church of Athens and Sheshequin
Athens, Pennsylvania ■

Upper Delaware UU Fellowship
Beach Lake, Pennsylvania ■

UUs of the Cumberland Valley
Boiling Springs, Pennsylvania ■

Thomas Paine UU Fellowship
Collegeville, Pennsylvania

Main Line Unitarian Church
Devon, Pennsylvania ■

Main Line Unitarian Church
Devon, Pennsylvania ■

UU Congregation of Erie
Erie, Pennsylvania

UUs of Gettysburg
Gettysburg, Pennsylvania ■

First UU Church of Girard
Girard, Pennsylvania

First Universalist Church
Kingsley, Pennsylvania

UU Fellowship of Lower Bucks
Langhorne, Pennsylvania

UU Fellowship Ligonier Valley
Ligonier, Pennsylvania ■

UU Church of Delaware County
Media, Pennsylvania ■

East Suburban UU Church
Murrysville, Pennsylvania

UU Congregation

of Susquehanna Valley
Northumberland, Pennsylvania

Unitarian Church of the Restoration
Philadelphia, Pennsylvania ■

Unitarian Society of Germantown
Philadelphia, Pennsylvania

Allegheny UU Church
Pittsburgh, Pennsylvania ■

First Unitarian Church of Pittsburgh
Pittsburgh, Pennsylvania ■

UU Church of the North Hills
Pittsburgh, Pennsylvania

UU Fellowship of Pottstown
Pottstown, Pennsylvania

First UU Church Berks County
Reading, Pennsylvania ■

Ginger Hill UU Congregation
Slippery Rock, Pennsylvania ■

UU Congregation of Smithton
Smithton, Pennsylvania ■

UU Fellowship of Centre County
State College, Pennsylvania ■

UU Fellowship of the Poconos
Stroudsburg, Pennsylvania ■

Unitarian Congregation of West Chester
West Chester, Pennsylvania ■

UU Congregation of Wyoming Valley
Wilkes-Barre, Pennsylvania

The UU Congregation of York
York, Pennsylvania

UU Congregation of South County
Peace Dale, Rhode Island ■

First Unitarian Church of Providence
Providence, Rhode Island

Religious Society of Bell Street Chapel
Providence, Rhode Island ■

Aiken UU Church
Aiken, South Carolina ■

UU Fellowship of Beaufort
Beaufort, South Carolina ■

UU Congregation of the Lowcountry
Bluffton, South Carolina

The Greenville UU Fellowship
Greenville, South Carolina

All Souls Waccamaw
Myrtle Beach, South Carolina ■

UU Church of Spartanburg
Spartanburg, South Carolina ■

Black Hills UU Fellowship
Rapid City, South Dakota

All Souls Church UU
Sioux Falls, South Dakota ■

Unitarian Universalist Church
of Chattanooga
Chattanooga, Tennessee ■

UU Fellowship of Clarksville
Clarksville, Tennessee

Holston Valley UU Church
Johnson City, Tennessee

Foothills UU Fellowship
Maryville, Tennessee

First Unitarian Church of Memphis
Memphis, Tennessee ■

UU Fellowship of Murfreesboro
Murfreesboro, Tennessee ■

UU Church of Tullahoma TN
Tullahoma, Tennessee ■

UU Fellowship
Abilene, Texas

UUs of the Big Bend
Alpine, Texas

Amarillo UU Fellowship
Amarillo, Texas ■

Arlington UU Church
Arlington, Texas ■

Wildflower Church: A UU Congregation
Austin, Texas

Spindletop Unitarian Church
Incorporated
Beaumont, Texas

UU Fellowship of Bell County
Belton, Texas

Horizon UU Church
Carrollton, Texas ■

Live Oak UU Church
Cedar Park, Texas ■

UU Church of the Brazos Valley
College Station, Texas ■

The First Unitarian Church of Dallas
Dallas, Texas

Red River UU Church
Denison, Texas ■

Denton UU Fellowship
Denton, Texas

Westside UU Church
Fort Worth, Texas

UU Fellowship of Galveston County
Galveston, Texas

Bay Area UU Church
Houston, Texas ■

Thoreau Woods UU Church
Huntsville, Texas ■

Pathways Church
Hurst, Texas

UU Church of the Hill Country
Kerrville, Texas

UU Fellowship of Kerrville
Kerrville, Texas ■

UU Fellowship of Longview
Longview, Texas

First UU Church
Lubbock, Texas

Timberland UU Fellowship
Lufkin, Texas ■

Unitarian Universalists of New Braunfels
New Braunfels, Texas ■

The UU Church of Odessa
Odessa, Texas

San Marcos UU Fellowship
San Marcos, Texas ■

UU Fellowship of Tyler
Tyler, Texas

UU Church of Victoria
Victoria, Texas ■

South Valley UU Society
Cottonwood Heights, Utah

Cache Valley UUs
Logan, Utah ■

First Unitarian Church
Salt Lake City, Utah

First Church in Barre Universalist 1796
Barre, Vermont

UU Fellowship of Bennington
Bennington, Vermont

First Universalist Society of Hartland
Hartland Four Corners, Vermont

Mount Mansfield UU Fellowship
Jericho, Vermont ■

Champlain Valley UU Society
Middlebury, Vermont ■



The Unitarian Church of Montpelier
Montpelier, Vermont

UU Congregation of the Upper Valley
Norwich, Vermont

Unitarian Universalist Church of Rutland
Rutland, Vermont ■

The Universalist Society of Strafford
South Strafford, Vermont ■

Universalist Unitarian Congregation
of St. Johnsbury
St Johnsbury, Vermont

All Souls Church
West Brattleboro, Vermont

Universalist Society of West Burke
West Burke, Vermont ■

UU Fellowship of St Croix
Kingshill, Virgin Islands

The UU Fellowship of St. John
St John, Virgin Islands

Mt Vernon Unitarian Church
Alexandria, Virginia

Accotink UU Church
Burke, Virginia ■

Harrisonburg UUs
Harrisonburg, Virginia ■

UU Church of Loudoun
Leesburg, Virginia ■

Bull Run UUs
Manassas, Virginia ■

UU Church of the Highlands
Meadowview, Virginia

UU Fellowship of the Peninsula
Newport News, Virginia ■

UU Church in Reston
Reston, Virginia ■

First UU Church of Richmond VA
Richmond, Virginia ■

UU Church of Shenandoah Valley
Stephens City, Virginia

Unitarian Universalist Congregation

of Sterling
Sterling, Virginia

UUs of the Blue Ridge
Washington, Virginia

UU Fellowship of Waynesboro
Waynesboro, Virginia ■

UU Fellowship of the Rappahannock
White Stone, Virginia ■

Williamsburg UUs
Williamsburg, Virginia ■

Cedars UU Church
Bainbridge Island, Washington

Bellingham Unitarian Fellowship
Bellingham, Washington ■

Free Church Unitarian
Blaine, Washington ■

Kitsap UU Fellowship
Bremerton, Washington

Olympic UU Fellowship
Carlsborg, Washington

Saltwater UU Church
Des Moines, Washington

Cascade UU Fellowship
East Wenatchee, Washington

Edmonds UU Congregation
Edmonds, Washington ■

Kittitas Valley UU Congregation
Ellensburg, Washington ■

UU Congregation of Whidbey Island
Freeland, Washington ■

Skagit UU Fellowship
Mount Vernon, Washington

Olympia UU Congregation
Olympia, Washington ■

Community UU Church
Pasco, Washington ■

Quimper UU Fellowship
Port Townsend, Washington ■

Shoreline UU Church
Shoreline, Washington

UU Church of Spokane
Spokane, Washington

UU Church of Vancouver
Vancouver, Washington ■

Vashon Island Unitarian Fellowship
Vashon, Washington

Woodinville UU Church
Woodinville, Washington ■

UU Church of Yakima
Yakima, Washington

UU Fellowship of Morgantown
Morgantown, West Virginia ■

Fox Valley Unitarian
Universalist Fellowship
Appleton, Wisconsin

Chequamegon UU Fellowship
Ashland, Wisconsin ■

UU Congregation
Eau Claire, Wisconsin ■

Open Circle UU Fellowship
Fond Du Lac, Wisconsin ■

Lake Country UU Church
Hartland, Wisconsin ■

UU Fellowship of La Crosse
La Crosse, Wisconsin ■

Prairie UU Society
Madison, Wisconsin

UU Fellowship
Marshfield, Wisconsin ■

Unitarian Fellowship of Milwaukee
Milwaukee, Wisconsin ■

Blue Hills UU Fellowship
Rice Lake, Wisconsin

Prairie Lakes UU Fellowship
Ripon, Wisconsin ■

Saint Croix UU Fellowship
Saint Croix Falls, Wisconsin

UU Fellowship of Door County
Sister Bay, Wisconsin ■

United UU Congregation
Waukesha, Wisconsin ■

Northwoods UU Fellowship
Woodruff, Wisconsin ■

Unitarian Universalist Community
of Casper WY
Casper, Wyoming ■

UU Church of Cheyenne
Cheyenne, Wyoming

UU Fellowship of Laramie
Laramie, Wyoming ■

UU Fellowship of Sheridan
Sheridan, Wyoming ■

UU Fellowship of San Miguel de Allende
San Miguel De Allende, Mexico



Merit Congregations

We thank these congregations that have increased their APF or GIFT contributions by 20% or more over the prior fiscal year.

■ Indicates congregations that have contributed the full requested amount for 25 or more consecutive years.

■ Indicates congregations that have contributed the full requested amount for 10 - 24 consecutive years.

UU Church of Birmingham
Birmingham, Alabama

UU Fellowship of Fairbanks
Fairbanks, Alaska ■

UU Church of Tucson
Tucson, Arizona

UU Church of Hot Springs
Hot Springs, Arkansas

UU Fellowship of Jonesboro
Jonesboro, Arkansas

UU Church in Anaheim
Anaheim, California

Humboldt UU Fellowship
Bayside, California

First Universalist Parish of Pasadena,
dba Throop Memorial
Pasadena, California

Unitarian Society of Santa Barbara
Santa Barbara, California

UU Fellowship of Tuolumne County
Sonora, California

UU Church of Boulder
Boulder, Colorado ■

Pagosah UU Fellowship
Pagosa Springs, Colorado

All Souls UU Congregation
of New London
New London, Connecticut

All Souls Church Unitarian
Washington, District of Columbia

Universalist National Memorial Church
Washington, District of Columbia

All Faiths Unitarian Congregation
Fort Myers, Florida

Nature Coast UUs
Holder, Florida

The UU Congregation of Lakeland
Lakeland, Florida

All Souls Miami
Miami, Florida

Buckman Bridge UU Church
Orange Park, Florida

University UU Society
Orlando, Florida ■

UU Congregation Ormond Beach
Ormond Beach, Florida

UU Fellowship of St. Augustine
St Augustine, Florida ■

UU Church of Saint Petersburg
St Petersburg, Florida

UU Church of Tarpon Springs
Tarpon Springs, Florida

Georgia Mountains UU Church
Dahlonega, Georgia ■

First Unitarian Church of Honolulu
Honolulu, Hawaii ■

First Unitarian Church
Alton, Illinois

Prairie Circle UU Congregation
Grayslake, Illinois

Tree of Life UU Congregation
McHenry, Illinois

Dupage UU Church
Naperville, Illinois

All Souls Unitarian Church
Indianapolis, Indiana

Heartland UU Church
Zionsville, Indiana

Unitarian Universalist Fellowship
of Ames, Iowa ■
Ames, Iowa

Cedar Valley Unitarian Universalists
Cedar Falls, Iowa ■

The Peoples Church UU
Cedar Rapids, Iowa

UU Fellowship of Dubuque
Dubuque, Iowa ■

Unitarian Universalist Congregation
of Lawrence
Lawrence, Kansas

Shawnee Mission UU Church
Lenexa, Kansas

UU Fellowship of Lafayette Louisiana
Lafayette, Louisiana ■

All Souls UU Church
of Shreveport, Louisiana
Shreveport, Louisiana

First Universalist Church of Auburn,
Maine, UU
Auburn, Maine

First Congregational Society (Unitarian)
of Eastport
Eastport, Maine

First Parish UU Church
Kennebunk, Maine

The First Parish in Portland Maine UU
Portland, Maine

Universalist Unitarian Church
of Waterville, Maine
Waterville, Maine

Paint Branch UU Church
Adelphi, Maryland

UU Congregation of Columbia
Columbia, Maryland

UUs of Fallston
Fallston, Maryland

Towson UU Church
Lutherville, Maryland

First Parish Church of Ashby UU
Ashby, Massachusetts

First Parish Church of Berlin
Berlin, Massachusetts

First Parish Church in Beverly UU
Beverly, Massachusetts

First Parish Church
Unitarian-Universalist
Bridgewater, Massachusetts

UU Meeting House
Chatham, Massachusetts

The Federated Church of Orleans
East Orleans, Massachusetts ■

Nauset Fellowship
Eastham, Massachusetts

Gloucester UU Church
Gloucester, Massachusetts

Unitarian Church
of Marlborough & Hudson
Hudson, Massachusetts

First Church Unitarian Littleton
Littleton, Massachusetts

UU Church of Marblehead
Marblehead, Massachusetts

Unitarian Congregation
of Mendon & Uxbridge
Mendon, Massachusetts

First Universalist Church of Orange
Orange, Massachusetts

First Parish in Plymouth
Plymouth, Massachusetts

UU Church of Reading
Reading, Massachusetts

UU Congregation
at First Church in Roxbury
Roxbury, Massachusetts

First Church of Templeton
Templeton, Massachusetts

UU Congregational Society
of Westborough
Westborough, Massachusetts

First UU Congregation of Ann Arbor
Ann Arbor, Michigan

First UU Church
Detroit, Michigan

West Shore Unitarian
Universalist Congregation
Ludington, Michigan

Beacon UU Congregation
Troy, Michigan

Unity Church Unitarian
Saint Paul, Minnesota

Eliot Unitarian Chapel
Kirkwood, Missouri

First UU Church of Springfield
Springfield, Missouri

UU Society of Laconia
Laconia, New Hampshire

Newfields Community Church
Newfields, New Hampshire

Unitarian Church of Los Alamos
Los Alamos, New Mexico

UU Church of Cortland
Cortland, New York

UU Congregation of the Hudson Valley
Croton-on-hudson, New York

UU Congregation of Glens Falls
Glens Falls, New York

Fourth UU Congregation
of Westchester County, NY
Mohegan Lake, New York

The First Universalist Church
of Rochester
Rochester, New York

First UU Society of Syracuse
Syracuse, New York

UU Church of Utica
Utica, New York

UU Church of Catawba Valley
Hickory, North Carolina

UU Congregation of the Outer Banks
Kitty Hawk, North Carolina

UU PEACE Fellowship
Raleigh, North Carolina ■

Bismarck Mandan UU Fellowship
and Church
Bismarck, North Dakota ■

UU Church of Akron
Fairlawn, Ohio

East Shore UU Church
Kirtland, Ohio

Harmony UU Church
Maineville, Ohio

Olmsted UU Congregation
North Olmsted, Ohio

Hopedale UU Community
Oxford, Ohio ■

First Unitarian Church
Toledo, Ohio

UU Church of Lawton
Lawton, Oklahoma

Pacific UU Fellowship
Astoria, Oregon ■

UU Congregation of Erie
Erie, Pennsylvania

Unitarian Church of Harrisburg
Harrisburg, Pennsylvania

UU Congregation of Smithton
Smithton, Pennsylvania ■

BuxMont UU Fellowship
Warrington, Pennsylvania

The Greenville UU Fellowship
Greenville, South Carolina

Clayton Memorial UU Church
Little Mtn, South Carolina

Black Hills UU Fellowship
Rapid City, South Dakota

UU Fellowship of Clarksville
Clarksville, Tennessee

First Unitarian Church of Memphis
Memphis, Tennessee ■

The First Unitarian Church of Dallas
Dallas, Texas

Red River UU Church
Denison, Texas ■

Denton UU Fellowship
Denton, Texas

Emerson Unitarian Universalist Church
of Houston
Houston, Texas

UU Church of the Hill Country
Kerrville, Texas

UU Fellowship of Kerrville
Kerrville, Texas ■

UU Church of Victoria
Victoria, Texas ■

First Unitarian Church
Salt Lake City, Utah

First Universalist Parish
Derby Line, Vermont

Universalist Unitarian Congregation
of St. Johnsbury
St Johnsbury, Vermont

All Souls Church
West Brattleboro, Vermont

UU Community Church
Glen Allen, Virginia

East Shore Unitarian Church
Bellevue, Washington

Olympic UU Fellowship
Carlsborg, Washington

San Juan Island UU Fellowship
Friday Harbor, Washington

Tahoma UU Congregation
Tacoma, Washington

James Reeb UU Congregation
Madison, Wisconsin



Blue Ribbon Congregations

We thank the following congregations for their contributions to the UU United Nations Office (UU-UNO) this past fiscal year.

Unitarian Universalist Church
of Birmingham
Birmingham, Alabama

Monte Vista Unitarian
Universalist Congregation
Montclair, California

First Unitarian Universalist
Church
of San Diego
San Diego, California

Unitarian Universalists of San
Mateo
San Mateo, California

Unitarian Society of New Haven
Hamden, Connecticut

The Unitarian Church in
Westport
Westport, Connecticut

North Shore Unitarian
Universalist Society
Lacombe, Louisiana

Community Church
Unitarian Universalist
New Orleans, Louisiana

The First Parish in Bedford,
Unitarian Universalist
Bedford, Massachusetts

Unitarian Universalist
Fellowship at Salisbury
Salisbury, Maryland

Morristown Unitarian
Fellowship
Morristown, New Jersey

Unitarian Universalist
Fellowship of Huntington
Huntington, New York

Unitarian Church
of Staten Island
Staten Island, New York

Unitarian Universalist
Congregation at Rock Tavern
Washingtonville, New York

All Souls Unitarian
Universalist Church
Watertown, New York

Unitarian Universalist
Community Church
of Washington County
Hillsboro, Oregon

First Unitarian Church
of Portland
Portland, Oregon

Kingston Unitarian Fellowship
Kingston, Ontario, Canada

Unitarian Universalist Church
of North Hatley (UU Estrie)
North Hatley, Quebec, Canada

*Blue Ribbon Congregations
support the UU-UNO by
designating one or more UN
Envoys, holding an annual UN
Sunday service, and securing
individual gifts for the UU-UNO
from the lesser of 5% of the
congregation or 15 members.*

Individuals

Unitarian Universalist Association Giving Societies

The UUA is deeply grateful to each person who contributed to the Association during the fiscal year ending June 30, 2018. Giving levels represent gifts and pledge payments received in the fiscal year.

▲ indicates deceased

● indicates Faithful Sustainer (monthly giver)

\$50,000+

Presidential Partners

Anonymous

Julie and Brad Bradburd

Mary Byron

The Estate of W. McMaster
"Mac" Clarke

Barbara and Charles DuMond

Neil Gunderson

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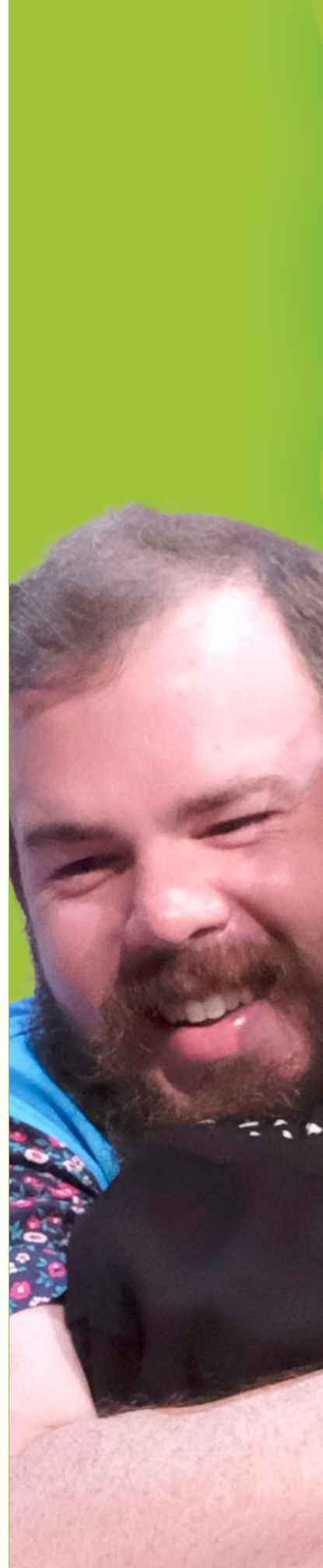


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The Rev. Homer “Jerry” A. Goddard III	The Rev. Martha L. Munson	The Rev. Jack D. Zoerheide
The Rev. Katherine A. Greenleaf	The Rev. Dr. William R. Murry	



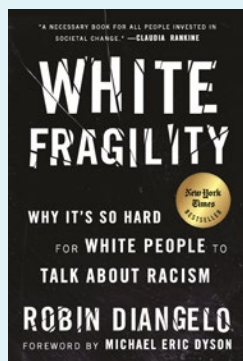
WE ARE DEEPLY GRATEFUL





beacon.org

For the first time in its 164-year history, a Beacon Press book made it into the Top Five of The New York Times Best-seller list: *White Fragility*, Robin DiAngelo's book about how white people can and must have honest conversations about race in order to break through white supremacist culture, rose to #3 on the Times list. Crystal Fleming, author of *How to Be Less Stupid About Race*, calls Beacon a "woke-ass publisher," high praise from an expert on racial issues in the US. In addition to print and e-books, Beacon released 43 new audiobooks in 2018.



Learn about Beacon's Social Impact at beacon.org/socialimpact. Other recent Beacon titles include:

The Heritage: Black Athletes, a Divided America, and the Politics of Patriotism by Howard Bryant

Trust Women: A Progressive Christian Argument of Reproductive Justice by Rebecca Todd Peters

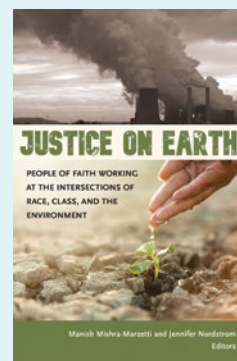
We Are All Fast-Food Workers Now: The Global Uprising Against Poverty Wages by Annelise Orleck



SKINNER
HOUSE
BOOKS

uua.org/skinner

Skinner House publishes titles directly aimed at the spiritual needs of Unitarian Universalists, seekers, and others who share the values of liberal religion. Publications include worship and church resources, books on theology and religious history, books for children and families, introductions to Unitarian Universalism, pastoral resources, and religious commentary on current issues and social justice concerns. New titles this year include *Justice on Earth*, edited by Manish Mishra-Marzetti and Jennifer Nordstrom, as well as:



Faithful Practices: Everyday Ways to Feed Your Spirit, edited by Erik Walker Wikstrom

In Later Years: Finding Meaning and Spirit in Aging by Bruce T. Marshall

Living Revision: A Writer's Craft as Spiritual Practice by Elizabeth Jarrett Andrew

Love Like Thunder by Jess Reynolds (inSpirit series)

Revisiting the Empowerment Controversy: Black Power and Unitarian Universalism by Mark D. Morrison-Reed

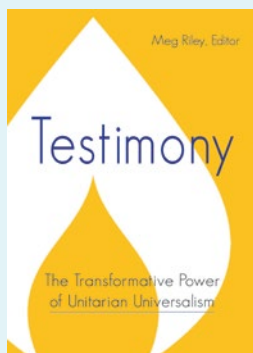
Upcycle Your Congregation: Creative Ideas for Transforming Faith Communities, edited by Sarah Lammert

inSpirit uua.org/bookstore
UU BOOK AND GIFT SHOP

If you've ever attended General Assembly then you've probably shopped at inSpirit, the UUA's Book and Gift Shop. Shop online year-round or stop by the store's retail location at UUA headquarters in Boston.

inSpirit carries books from Beacon Press, Skinner House, and other publishers that will help nurture your faith and connect with our history, as well as offering a wide range of fair trade gifts. Congregations can order a variety of church resources, including UU pamphlets, hymnals and RE curricula; discounts on bulk orders are available.

Testimony provides a dynamic collection of personal stories from people whose lives have been dramatically changed by Unitarian Universalism.



FISCAL 2018 ANNUAL REPORT

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OUR UNITARIAN UNIVERSALIST PRINCIPLES

We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote:

The **inherent worth** and **dignity** of every person;

Justice, equity and **compassion** in human relations;

Acceptance of one another and **encouragement** to spiritual growth in our congregations;

A **free** and **responsible** search for truth and meaning;

The **right of conscience** and the use of the democratic process within our congregations and in society at large;

The goal of **world community** with peace, liberty, and justice for all;

Respect for the **interdependent web** of all existence of which we are a part.



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