



UNITARIAN  
UNIVERSALIST  
ASSOCIATION

# GA Budget Hearing

June 15, 2026



[uua.org](http://uua.org)

# What is the UUA?

The UUA is the **embodiment of the covenant** our congregations make **to each other.**



## Our Aspiration

*We seek to create a Unitarian Universalist Association which embodies our faith's aspiration to the beloved community, and in which people of all backgrounds and identities can thrive.*

*We work to support our congregations and leaders to be sources of justice, equity, compassion and liberation in their communities and the wider world.*



# UUA Mission

Equip Congregations  
for vital ministry

Support and Train Leaders,  
both lay and professional

Advance UU Values  
in the world



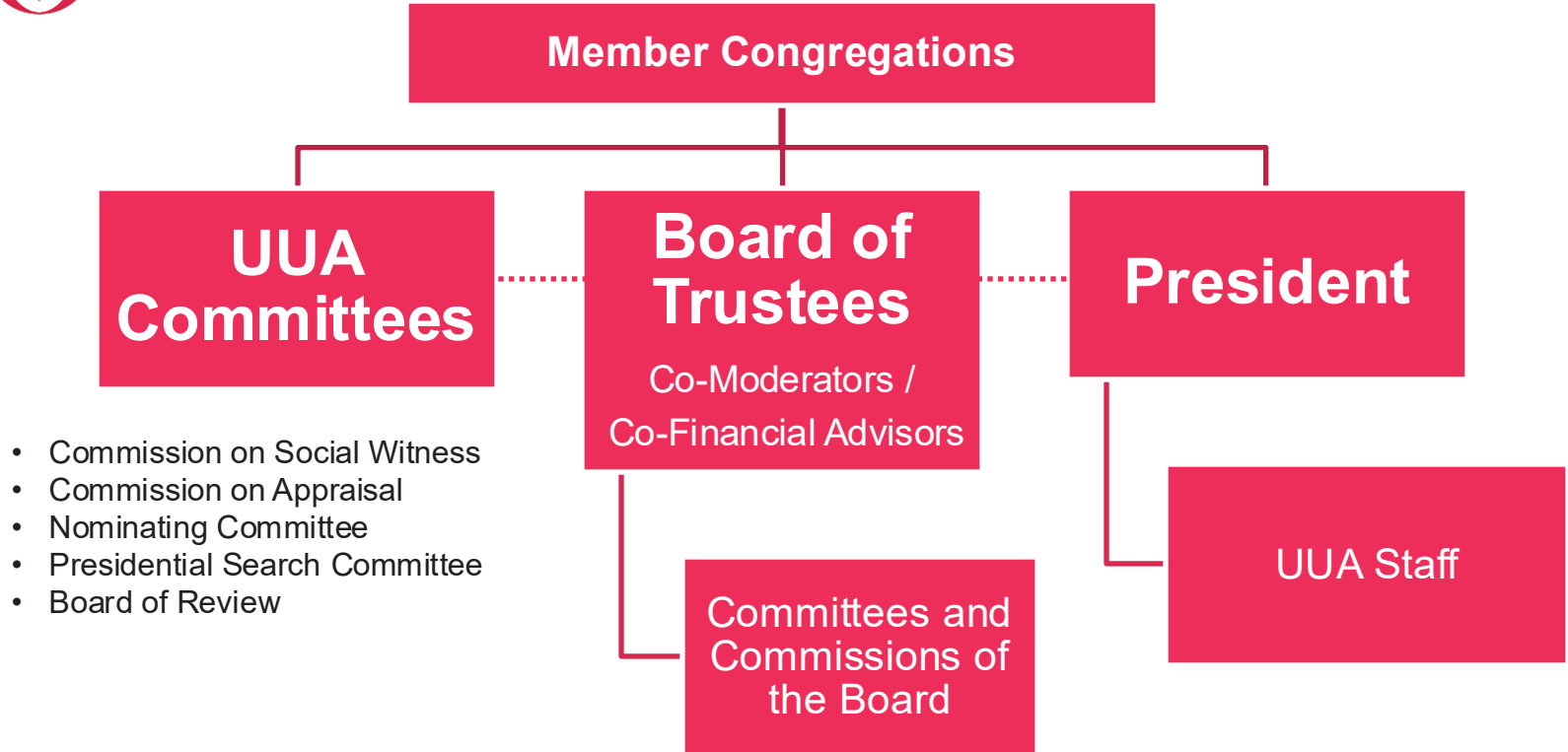
# UUA Organization Snapshot

- Founded in 1961
- *Current staff – 199 (~60 in Boston), digital-first operations*
- *19 staff groups*
  - >> *Largest: Congregational Life*
- Beacon Press – independent trade publisher under the UUA

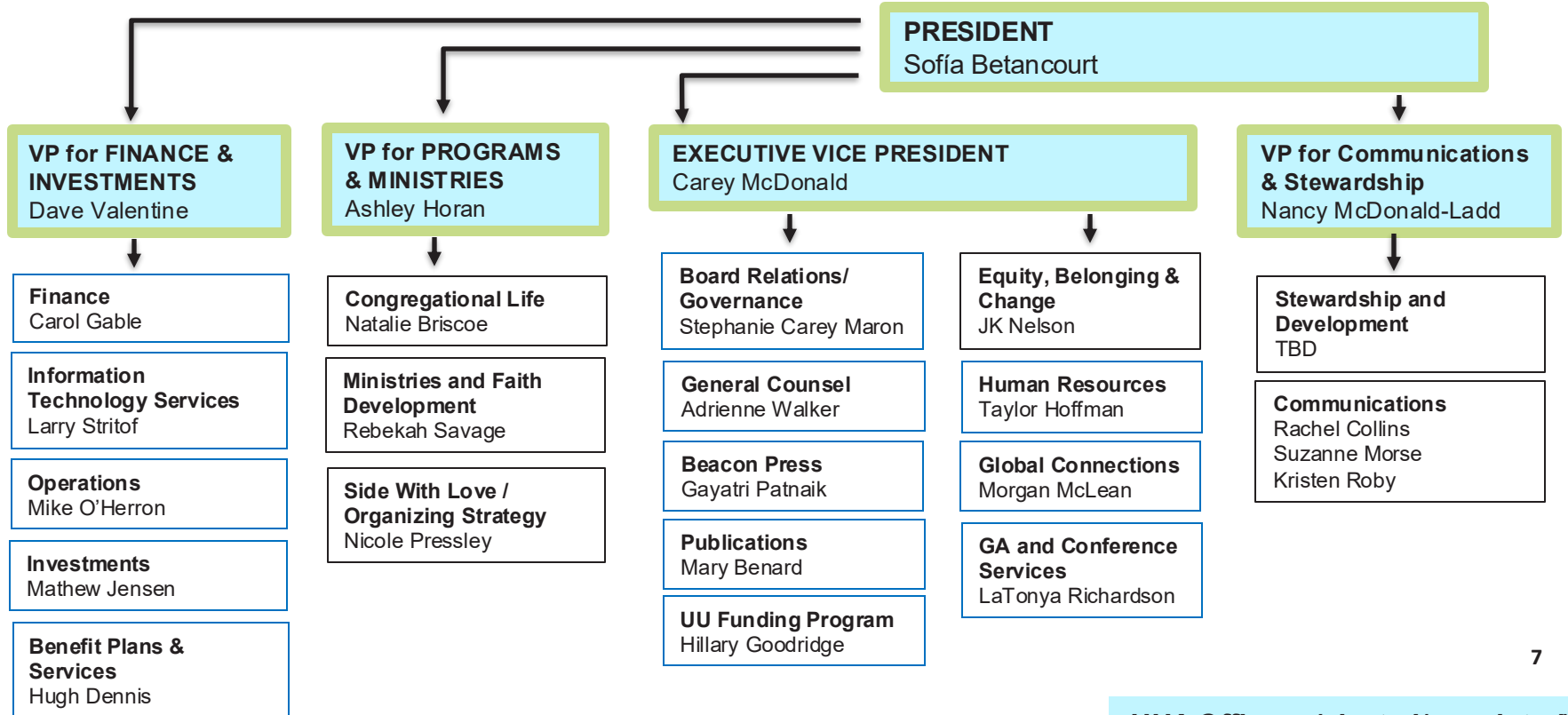




# Governance Organization Chart

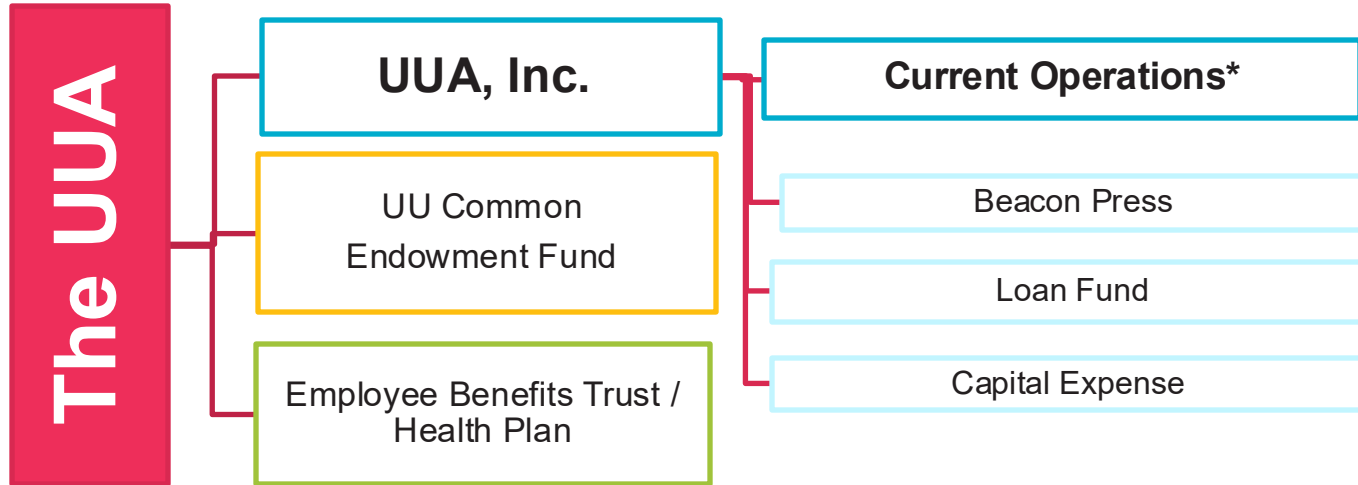


# UUA Staff Organization Chart





# Legal Structure



\*includes General Assembly, Group Insurance, Pacific West and Mid-America Regions

# 2027 UUA BUDGET



# 2027 Approved Budget Summary

## UUA Fiscal Year 2027 Board Approved Budget - Summary View

| Item                               | FY26 (Orig Bdgt)  | FY26 (Forecast2)  | FY27 (Brd Appd)   |
|------------------------------------|-------------------|-------------------|-------------------|
| <b>Income</b>                      |                   |                   |                   |
| Revenue Baseline - Current         | \$ 33,864         | \$ 34,773         | \$ 34,406         |
| Additional Revenue Growth*         | \$ -              | \$ -              | \$ 750            |
| <b><i>New Revenue Baseline</i></b> | <b>\$ 33,864</b>  | <b>\$ 34,773</b>  | <b>\$ 35,156</b>  |
| <b>Expense</b>                     |                   |                   |                   |
| Expense Baseline - Current         | \$ 36,873         | \$ 36,894         | \$ 38,234         |
| Additional Expense Reduction**     | \$ -              | \$ -              | \$ (500)          |
| <b><i>New Expense Baseline</i></b> | <b>\$ 36,873</b>  | <b>\$ 36,894</b>  | <b>\$ 37,734</b>  |
| <b>New Operating Result</b>        | <b>\$ (3,009)</b> | <b>\$ (2,121)</b> | <b>\$ (2,578)</b> |

\* Increases will come from all categories of Giving, and managed Endowment funds

\*\* Incremental compensation savings through additional retirement incentive programs and project prioritization



## 2027 Income (approved budget)

| Item                                    | FY27 (Brd Appd)  |
|---|------------------|
| <b>Income</b>                           |                  |
| APF                                     | \$ 8,151         |
| Other (Grants, GIP, GA, & Regional Shr) | \$ 7,631         |
| Donor Fundraising (res + unres)         | \$ 3,141         |
| Veatch Grants                           | \$ 2,454         |
| Holdeen Trusts                          | \$ 1,973         |
| Aid & Scholarships                      | \$ 1,592         |
| Bequests                                | \$ 1,200         |
| Endowment                               | \$ 2,924         |
| Administrative Fees                     | \$ 2,833         |
| Publications                            | \$ 1,154         |
| Other (Misc)                            | \$ 716           |
| Other (Leasing)                         | \$ 637           |
| <b>Revenue Baseline - Current</b>       | <b>\$ 34,406</b> |
| Additional Revenue Growth*              | \$ 750           |
| <b><i>New Revenue Baseline</i></b>      | <b>\$ 35,156</b> |



# 2027 Expense (approved budget)

|                                  |           |           |
|----------------------------------|-----------|-----------|
| <b>Personnel</b>                 |           |           |
| Benefits                         | \$ 7,871  |           |
| Salaries                         | \$ 14,933 |           |
| <i>Subtotal</i>                  |           | \$ 22,804 |
| <b>Grants &amp; Scholarships</b> |           |           |
| Grants                           | \$ 4,112  |           |
| Scholarships                     | \$ 585    |           |
| Professional Aid Funds           | \$ 462    |           |
| <i>Subtotal</i>                  |           | \$ 5,159  |
| <b>Operations</b>                |           |           |
| Professional Fees                | \$ 1,942  |           |
| Travel & Entertainment           | \$ 1,336  |           |
| Programs and Events              | \$ 1,291  |           |
| Supplies and Misc                | \$ 1,058  |           |
| Facilities and Equipment         | \$ 918    |           |
| Utilities and Maintenance        | \$ 754    |           |
| Information Technology           | \$ 736    |           |
| Group Insurance Program          | \$ 675    |           |
| Other Expenses                   | \$ 670    |           |
| Depreciation                     | \$ 406    |           |
| Marketing                        | \$ 271    |           |
| Insurance                        | \$ 150    |           |
| Dues and Subscriptions           | \$ 64     |           |
| <i>Subtotal</i>                  |           | \$ 10,271 |
| <b>Total</b>                     |           | \$ 38,234 |
| Additional Expense Reduction     |           | \$ (500)  |
| <b>Total w/Reduction</b>         |           | \$ 37,734 |



## Summary

- The Board has approved a deficit budget for FY 2027 in the amount of \$2.578 million, including depreciation
- This deficit is \$431,000 lower than what was budgeted for FY 2026
- We are on a three-year path to financial sustainability and expect to perform approximately \$750,000 better than the original budget for the current fiscal year
- We are taking the necessary steps to reach breakeven by FY 2029 while doing so in a strategic fashion that is in line with UU values
- One note to provide encouragement, the endowment has grown over \$25 million or +8.3% in value this past spring through new or revived congregational participation and is now over \$300 million



# Question & Answer