

# UUA Geo Index Listing 2021-2022

**The Geo Index reflects the relative cost of wages in a given community.**

(For your convenience, we also provide a **cost of living** comparison in the right-hand column.)

Geo Index 1: Average wages below 91 percent of the US average

Geo Index 2: Average wages between 91 and 96.9 percent of US average

Geo Index 3: Average wages between 97 and 102.9 percent of US average

Geo Index 4: Average wages between 103 and 108.9 percent of US average

Geo Index 5: Average wages between 109 and 114.9 percent of US average

Geo Index 6: Average wages between 115 and 120.9 percent of US average

Geo Index 7: Average wages equal to 121 percent or more of US average

Data provided by ERI.

Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
1933	Anchorage	Anchorage	AK	5	+35
1934	Fairbanks	Fairbanks	AK	5	+19
2011	Juneau	Juneau	AK	5	+42
2012	Sitka	Sitka	AK	5	+21
1913	Auburn	Auburn	AL	1	-6
1914	Birmingham	Birmingham	AL	2	-9
1922	Fairhope	Fairhope	AL	1	-6
1924	Huntsville	Huntsville	AL	3	-2
1925	Mobile	Mobile	AL	2	-6
1931	Montgomery	Montgomery	AL	2	-10
1923	Shoals	Florence	AL	1	-9
1932	Tuscaloosa	Tuscaloosa	AL	2	-3
2030	Eureka	Eureka Springs	AR	1	-6
2023	Fayetteville	Fayetteville	AR	2	-12
2024	Village	Hot Springs Village	AR	1	-8
2027	Hot Springs	Hot Springs	AR	1	-7
2031	Little Rock	Little Rock	AR	1	-6
2015	Valley UU	Chandler	AZ	3	+3
2013	Beacon	Flagstaff	AZ	2	+12
2029	Green Valley	Amado	AZ	2	-4
2014	Phoenix	Paradise Valley	AZ	3	+19
2026	Granite Peak	Prescott	AZ	2	-1
2039	Sedona	Sedona	AZ	2	+6
2038	Sky Island	Sierra Vista	AZ	2	-5
2020	Surprise	Surprise	AZ	3	-3
2019	Mountain Vista	Tucson	AZ	2	+8
2021	Tucson	Tucson	AZ	2	+8
2018	West Valley	Glendale	AZ	3	-3
2022	Yuma	Yuma	AZ	2	-2
2032	Anaheim	Anaheim	CA	5	+34
2034	Santa Cruz County	Aptos	CA	5	+50
2037	Sierra Footfills	Auburn	CA	5	+7

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2035	Kern County	Bakersfield	CA	4	+10
2111	Humboldt	Bayside	CA	3	+42
2113	Berkeley Fellowship	Berkeley	CA	7	+75
2430	Cambria	Cambria	CA	4	+30
2115	Emerson UU	Canoga Park	CA	5	+26
2311	Monterey Peninsula	Carmel	CA	5	+38
2123	Chico	Chico	CA	3	+6
2125	Orange Coast	Costa Mesa	CA	5	+40
2132	Davis	Davis	CA	5	+23
2336	Chalice UU	Escondido	CA	5	+20
2136	Mission Peak	Fremont	CA	7	+43
2211	Fresno	Fresno	CA	4	+13
2213	Fullerton	Fullerton	CA	5	+29
2210	Live Oak	Goleta	CA	5	+42
2310	Community of the Mountains	Grass Valley	CA	4	+22
2214	Starr King UU	Hayward	CA	7	+32
2112	UU Church Berkeley	Kensington	CA	7	+53
2219	Verdugo Hills	La Crescenta	CA	5	+28
2222	Laguna Beach	Laguna Beach	CA	5	+70
2223	Livermore	Livermore	CA	7	+35
2224	Long Beach	Long Beach	CA	5	+68
2231	Los Angeles	Los Angeles	CA	5	+79
2233	Los Gatos	Los Gatos	CA	7	+53
2239	Tapestry	Mission Viejo	CA	5	+38
2235	Stanislaus Cty	Modesto	CA	4	+8
2333	Monte Vista	Montclair	CA	4	+25
2531	Napa Valley	Napa	CA	6	+39
2525	Conejo Valley	Newbury Park	CA	5	+24
2475	Santa Clarita Valley	Newhall	CA	5	+25
2516	Sepulveda	North Hills	CA	5	+23
2312	1st UU of Oakland	Oakland	CA	7	+57
2323	Palo Alto	Palo Alto	CA	7	+63

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2331	Throop Memorial	Pasadena	CA	5	+44
2325	Neighborhood	Pasadena	CA	5	+44
2332	Petaluma	Petaluma	CA	5	+38
2122	Church of Desert	Rancho Mirage	CA	4	+19
2324	Pacific Unitarian	Rancho Palos Verdes	CA	5	+42
2335	Reading UU	Redding	CA	4	+14
2412	Redwood City	Redwood City	CA	7	+69
2413	Riverside	Riverside	CA	4	+19
2414	Sacramento	Sacramento	CA	5	+20
2423	San Diego	San Diego	CA	5	+60
2424	San Francisco	San Francisco	CA	7	+105
2425	San Jose	San Jose	CA	7	+64
2431	San Luis Obispo	San Luis Obispo	CA	4	+31
2432	San Mateo	San Mateo	CA	7	+60
2433	Marin	San Rafael	CA	7	+57
2435	Santa Barbara	Santa Barbara	CA	5	+45
2513	Santa Monica	Santa Monica	CA	5	+72
2514	Santa Paula	Santa Paula	CA	5	+28
2515	Santa Rosa	Santa Rosa	CA	5	+36
2420	Summit UU	Santee	CA	5	+22
2521	San Dieguito	Solana Beach	CA	5	+43
2520	Tuolumne Cty	Sonora	CA	4	+9
2522	1st UU of Stockton	Stockton	CA	4	+18
2523	Studio City	Studio City	CA	5	+59
2524	Sunnyvale	Sunnyvale	CA	7	+53
2532	Ventura	Ventura	CA	5	+30
2533	Palomar UU	Vista	CA	5	+18
2534	Mt. Diablo	Walnut Creek	CA	7	+54
2613	Boulder	Boulder	CO	4	+25
2626	Two Rivers	Carbondale	CO	3	+12
2621	All Souls/High Plains	Colorado Springs	CO	3	+2
2620	High Plains	Colorado Springs	CO	3	-1

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2623	Denver	Denver	CO	4	+24
2622	First Unitarian Society	Denver	CO	4	+23
2624	Durango	Durango	CO	2	+0
2625	Foothills	Fort Collins	CO	3	+7
2612	Jefferson	Golden	CO	4	+3
2631	Grand Valley	Grand Junction	CO	2	-4
2632	Greeley	Greeley	CO	3	-4
2616	Boulder Valley	Lafayette	CO	4	+8
2634	Columbine	Littleton	CO	4	+23
2628	Namaqua UU	Loveland	CO	3	+1
2630	Pagosah UU	Pagosa Springs	CO	2	-2
2611	Prairie	Parker	CO	4	+3
2711	UU Congregation of Danbury	Danbury	CT	5	+33
2725	Uniarian Society of New Haven	Hamden	CT	5	+28
2714	Hartford	Hartford	CT	5	+23
2713	Shoreline	Madison	CT	5	+20
2721	UU Society: East	Manchester	CT	5	+13
2722	Meriden	Meriden	CT	5	+15
2724	First Universalist Society	New Haven	CT	5	+22
2731	All Souls	New London	CT	4	+12
2811	Stamford	Stamford	CT	6	+49
2813	West Hartford	West Hartford	CT	5	+28
2814	Westport	Westport	CT	6	+42
2726	Mattatuck UU Society	Woodbury	CT	4	+12
2824	All Souls	Washington	DC	6	+71
2831	Universalist National Memorial	Washington	DC	6	+71
2828	Washington Ethical Society	Washington	DC	5	+38
2821	Central Delaware	Dover	DE	3	+6
2820	Southern Delaware	Lewes	DE	3	+8
2825	Mill Creek	Newark	DE	4	+10
2822	Fellowship of Newark	Newark	DE	4	+10
2823	Wilmington	Wilmington	DE	4	+17

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2832	Boca Raton	Boca Raton	FL	3	+18
2833	Manatee UU	Bradenton	FL	2	-2
2928	Nature Coast	Citrus Springs	FL	1	-7
2834	Clearwater	Clearwater	FL	2	+0
3019	River of Grass	Davie	FL	3	+13
2916	West Volusia	De Land	FL	1	-7
2910	Lake County	Eustis	FL	2	-10
2912	Fort Lauderdale	Oakland Park	FL	3	-7
2929	All Faiths	Fort Myers	FL	2	+2
2913	Fort Myers	Fort Myers	FL	2	+1
2921	Gainesville	Gainesville	FL	2	+4
2927	Buckman Bridge	Jacksonville	FL	2	-1
2922	Jacksonville	Jacksonville	FL	2	-2
2926	One Island Family	Key West	FL	2	+39
2924	Lakeland	Lakeland	FL	2	-7
3033	All Souls	Miami	FL	3	+15
2933	Miami	Miami	FL	3	+10
2937	Naples	Naples	FL	3	+17
3024	Palm Beaches	North Palm Beach	FL	3	+21
2939	Spirit of Life	Odessa	FL	2	-8
2935	Orlando	Orlando	FL	2	+1
2920	University UU Society	Orlando	FL	2	-3
2936	Ormond Beach	Ormond Beach	FL	1	-4
3011	Bay County	Panama City	FL	1	-13
3012	Pensacola	Pensacola	FL	2	-2
3013	Charlotte County	Port Charlotte	FL	2	-3
2923	Pineda	Rockledge	FL	2	-8
3015	Sarasota	Sarasota	FL	2	+11
3017	St. Augustine	St. Augustine	FL	2	-9
3014	St. Petersburg	St. Petersburg	FL	2	-2
3018	United Fellowship	St. Petersburg	FL	2	-8
3025	Treasure Coast	Stuart	FL	2	-3

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2938	Tri-County UUs	Summerfield	FL	2	-5
3021	Tallahassee	Tallahassee	FL	1	+9
3022	Tampa	Tampa	FL	2	-3
3023	Tarpon Springs	Tarpon Springs	FL	2	-7
2915	Emerald Coast	Valparaiso	FL	2	+1
3028	Venice	Venice	FL	2	+3
3026	Vero Beach	Vero Beach	FL	2	-8
2835	UU Church in the Pines	Weeki Wachee	FL	2	-12
2931	Brevard	W. Melbourne	FL	2	-3
3031	Athens	Athens	GA	2	+1
3036	First Existentialist	Atlanta	GA	3	+24
3032	Atlanta	Atlanta	GA	3	+20
3111	Augusta	Augusta	GA	2	-6
3040	Coastal Georgia	Brunswick	GA	2	-5
3110	Columbus	Columbus	GA	1	-13
3039	Georgia Mountains	Dahlonega	GA	1	-4
3119	Gwinnett	Lawrenceville	GA	3	-7
3118	High Street UU	Macon	GA	2	-4
3113	Emerson UU	Marietta	GA	3	-0
3123	UU Metro Atlanta	Roswell	GA	3	-3
3034	Northwest UU	Sandy Springs	GA	3	+5
3115	Savannah	Savannah	GA	2	-1
3120	Statesboro	Statesboro	GA	1	-8
3124	Honolulu	Honolulu	HI	4	+58
3534	Ames	Ames	IA	2	-5
3535	Burlington	Burlington	IA	1	-10
3611	Cedar Valley	Cedar Falls	IA	1	-6
3612	Peoples Church	Cedar Rapids	IA	2	-0
3615	Iowa City	Coralville	IA	2	-6
3613	Quad Cities	Davenport	IA	2	-1
3617	Northeast Iowa	Decorah	IA	1	-7
3614	Des Moines	Des Moines	IA	2	+1

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3610	Dubuque	Dubuque	IA	1	-9
3622	First Unitarian	Sioux City	IA	2	-1
3125	Boise	Boise	ID	1	-3
3127	North Idaho UUs	Coeur d'Alene	ID	1	+3
3126	Idaho Falls	Idaho Falls	ID	1	-5
8225	Palouse	Moscow	ID	1	-7
3133	Pocatello	Pocatello	ID	1	-9
3135	Magic Valley	Twin Falls	ID	1	-8
3134	First Unitarian	Alton	IL	3	-8
3211	Federated Church	Avon	IL	1	-5
3213	Bloomington	Bloomington	IL	3	-3
3214	Carbondale	Carbondale	IL	2	-11
3224	Peoples Church	Chicago	IL	5	+45
3225	Second Unitarian	Chicago	IL	5	+50
3222	First Unitarian Society	Chicago	IL	5	+4
3221	Beverly	Chicago	IL	5	+3
3231	Third Unitarian	Chicago	IL	5	+29
3235	Decatur	Decatur	IL	3	-4
3311	North Shore	Deerfield	IL	4	+17
3312	DeKalb	DeKalb	IL	4	-2
3313	Elgin	Elgin	IL	4	+6
3314	Evanston	Evanston	IL	4	+24
3316	Geneva	Geneva	IL	4	+12
3315	Prairie Circle	Grayslake	IL	4	+9
3322	Hinsdale	Hinsdale	IL	4	+31
3331	Joliet	Joliet	IL	4	+6
3431	Tree of Life	McHenry	IL	4	+0
3334	Dupage UU	Naperville	IL	4	+9
3337	Unity Temple	Oak Park	IL	4	+29
3411	Countryside	Palatine	IL	4	+7
3233	UU Community	Park Forest	IL	4	-2
3412	Peoria	Peoria	IL	3	-5

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3413	Quincy	Quincy	IL	2	+1
3414	Rockford/Rockport	Rockford	IL	3	-1
6417	Rock Valley	Rockton	IL	3	-4
3415	Abe Lincoln	Springfield	IL	3	-2
3421	Stockton	Stockton	IL	2	-6
3422	Federated Church	Sycamore	IL	4	+3
3423	Urbana	Urbana	IL	3	-8
3425	Lake Shore	Winnetka	IL	4	+37
3433	Bloomington	Bloomington	IN	2	-3
3519	Heartland	Carmel	IN	2	-2
3434	Columbus	Columbus	IN	2	-1
3435	Hendricks Cty	Danville	IN	2	-1
3511	Elkhart	Elkhart	IN	2	-4
3512	Evansville	Evansville	IN	2	-4
3513	Fort Wayne	Fort Wayne	IN	2	-5
3515	Hobart	Hobart	IN	3	-3
3516	All Souls	Indianapolis	IN	2	-5
3518	Indianapolis	Indianapolis	IN	2	-5
3523	Oaklandon	Indianapolis	IN	2	-5
3522	Muncie	Muncie	IN	2	-8
3531	South Bend	South Bend	IN	2	-7
3532	First UU	Terre Haute	IN	2	-5
3533	Tippecanoe County	West Lafayette	IN	2	-9
3632	Lawrence	Lawrence	KS	1	-4
3633	Manhattan	Manhattan	KS	1	-2
3634	Shawnee Mission	Lenexa	KS	3	-2
3638	Salina	Salina	KS	1	-7
3635	Topeka	Topeka	KS	1	-3
3711	Wichita	Wichita	KS	2	-1
3712	Bowling Green	Bowling Green	KY	1	-10
3714	Lexington	Lexington	KY	2	-2
3713	Clifton	Louisville	KY	2	-1

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3721	Thomas Jefferson	Louisville	KY	2	-2
3715	First Unitarian	Louisville	KY	2	-1
3723	Owensboro	Owensboro	KY	1	-9
3722	Open Door	Owensboro	KY	1	-9
3726	Madison County	Richmond	KY	1	-9
3725	Baton Rouge	Baton Rouge	LA	2	+1
3730	North Shore	Lacombe	LA	2	+2
3731	Lafayette	Lafayette	LA	1	+2
3733	New Orleans	New Orleans	LA	3	-1
3734	Community Church	New Orleans	LA	3	-0
3735	Shreveport	Shreveport	LA	1	-1
4125	Amherst	Amherst	MA	4	+16
4131	Andover	Andover	MA	4	+26
4132	Arlington	Arlington	MA	5	+31
4133	Ashby	Ashby	MA	5	+23
4134	Athol	Athol	MA	4	+0
4135	Murray UU	Attleboro	MA	4	+13
4211	Barnstable	Barnstable	MA	5	+15
4212	Bedford	Bedford	MA	5	+39
4213	Belmont	Belmont	MA	5	+40
4214	Berlin	Berlin	MA	5	+18
4215	Bernardston	Bernardston	MA	3	+2
4222	Beverly	Beverly	MA	4	+25
4223	Billerica	Billerica	MA	5	+19
4224	Bolton	Bolton	MA	4	+13
4233	King's Chapel	Boston	MA	6	+84
1911	Church of the Larger Fellowship	Boston	MA	6	+62
4231	Community Church	Boston	MA	6	+84
4232	First Church	Boston	MA	6	+84
4225	Arlington Street	Boston	MA	6	+84
4311	All Souls	Braintree	MA	6	+21
4312	Brewster	Brewster	MA	4	+26

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Geo Index 1: Average wages below 91 percent of the US average

Geo Index 2: Average wages between 91 and 96.9 percent of US average

Geo Index 3: Average wages between 97 and 102.9 percent of US average

Geo Index 4: Average wages between 103 and 108.9 percent of US average

Geo Index 5: Average wages between 109 and 114.9 percent of US average

Geo Index 6: Average wages between 115 and 120.9 percent of US average

Geo Index 7: Average wages equal to 121 percent or more of US average

Data provided by ERI.

Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
4313	Bridgewater	Bridgewater	MA	4	+7
4314	UU Church	Brockton	MA	4	+25
4315	Brookfield	Brookfield	MA	4	+10
4316	Brookline	Brookline	MA	6	+55
4321	Cambridge	Cambridge	MA	5	+82
4322	Canton	Canton	MA	6	+28
4324	First Religious Society	Carlisle	MA	5	+39
4325	First Univ Society Federated	Charlton	MA	4	+14
4326	UU Meeting House	Chatham	MA	4	+26
4331	1st Congregational Society	Chelmsford	MA	5	+23
4332	Chestnut Hill	Chestnut Hill	MA	6	+69
4335	Cohasset	Cohasset	MA	4	+17
4411	Concord	Concord	MA	5	+43
4412	Northshore UU	Danvers	MA	4	+23
4413	Dedham	Dedham	MA	6	+42
4414	Deerfield	Deerfield	MA	3	+2
4421	Dorchester	Dorchester	MA	6	+33
4422	Dover	Dover	MA	6	+24
4423	Duxnury	Duxbury	MA	4	+24
4912	Federated Church	East Orleans	MA	4	+26
4430	Nauset Fellowship	Eastham	MA	4	+26
4432	First Universalist	Essex	MA	4	+21
4434	Fairhaven	Fairhaven	MA	4	+19
4435	Unitarian Society	Fall River	MA	4	+11
4436	Falmouth	East Falmouth	MA	5	+25
4511	Fitchburg	Fitchburg	MA	4	+12
4512	Foxborough	Foxborough	MA	6	+18
4513	Framingham	Framingham	MA	5	+23
4514	Franklin	Franklin	MA	6	+15
4515	Gardner	Gardner	MA	4	+9
4521	Gloucester	Gloucester	MA	4	+24
4522	Grafton & Upton	Grafton	MA	4	+5

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Geo Index 7: Average wages equal to 121 percent or more of US average

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Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
4526	UU South Berkshire	Housatonic	MA	3	+11
4523	All Souls	Greenfield	MA	3	+2
4524	Groton	Groton	MA	5	+23
4532	Harvard	Harvard	MA	5	+14
4533	Haverhill	Haverhill	MA	4	+14
4536	Second Parish	Hingham	MA	4	+25
4534	Hingham	Hingham	MA	4	+25
4611	Hopedale	Hopedale	MA	4	+13
4613	Marlborough & Hudson	Hudson	MA	5	+18
4615	Jamaica Plain	Jamaica Plain	MA	6	+29
4621	Kingston	Kingston	MA	4	+23
4622	Lancaster	Lancaster	MA	4	+11
4624	Leominster	Leominster	MA	4	+3
4631	Follen Church	Lexington	MA	5	+45
4625	First Parish	Lexington	MA	5	+45
4632	Lincoln	Lincoln	MA	5	+43
4633	Littleton	Littleton	MA	5	+25
4433	Malden	Malden	MA	5	+20
4712	Marblehead	Marblehead	MA	4	+30
4715	Medfield	Medfield	MA	6	+24
4721	Medford	Medford	MA	5	+48
4723	Melrose	Melrose	MA	5	+43
4724	Mendon & Uxbridge	Mendon	MA	4	+16
4725	Middleboro	Middleborough	MA	4	+14
4726	Milford	Milford	MA	4	+13
4731	Milton	Milton	MA	6	+31
4732	Monson	Monson	MA	4	+4
4733	2nd Congre Meeting House	Nantucket	MA	5	+38
5023	Eliot Church	Natick	MA	5	+22
4811	Needham	Needham	MA	6	+39
4812	New Bedford	New Bedford	MA	4	+14
4814	First Religious Society	Newburyport	MA	4	+23

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Geo Index 7: Average wages equal to 121 percent or more of US average

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5212	First Unitarian Society	Newton	MA	5	+39
4821	North Parish	North Andover	MA	4	+18
4824	Unity Church	North Easton	MA	6	+21
4816	Northampton & Florence	Northampton	MA	4	+12
4823	Northborough	Northborough	MA	4	+29
4833	Norton	Norton	MA	4	+7
4834	Norwell	Norwell	MA	4	+30
4911	First Universalist Church	Orange	MA	4	+0
4831	Community Church	Orange	MA	4	+0
4915	First Congregational Parish	Petersham	MA	4	+0
4921	Pittsfield	Pittsfield	MA	3	+11
4922	Plymouth	Plymouth	MA	4	+23
4923	UU Meeting House	Provincetown	MA	4	+26
4924	United First Parish	Quincy	MA	6	+44
4925	Reading	Reading	MA	5	+26
4926	Channing Church	Rockland	MA	4	+26
4931	Rockport	Rockport	MA	4	+24
4932	First Church	Roxbury	MA	6	+33
4933	First Congregational Society	Salem	MA	4	+15
5012	Scituate	Scituate	MA	4	+17
5013	Sharon	Sharon	MA	5	+28
5014	Sherborn	Sherborn	MA	5	+25
5025	UU Society	Springfield	MA	4	+10
5031	First Church	Sterling	MA	4	+11
5033	Stoughton	Stoughton	MA	6	+21
5034	Stow	Stow	MA	5	+24
5035	Federated Church	Sturbridge	MA	4	+11
5036	Sudbury	Sudbury	MA	5	+24
4636	Greater Lynn	Swampscott	MA	4	+27
5111	Taunton	Taunton	MA	4	+11
5113	First Church	Templeton	MA	4	+9
5121	UU Society of Martha's Vineyard	Vineyard Haven	MA	5	+27

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Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
5122	First Universalist Society	Wakefield	MA	5	+26
5123	Waltham	Waltham	MA	5	+41
5131	Watertown	Watertown	MA	5	+36
5132	Wayland	Wayland	MA	5	+25
5133	Wellesley Hills	Wellesley Hills	MA	6	+40
5135	West Bridgewater	West Bridgewater	MA	4	+7
5214	Theodore Parker	West Roxbury	MA	6	+34
5134	Westborough	Westborough	MA	4	+23
5211	Westford	Westford	MA	5	+24
5213	Weston	Weston	MA	5	+37
5215	Westwood	Westwood	MA	6	+27
5024	Weymouth	Weymouth	MA	6	+26
5222	Winchendon	Winchendon	MA	4	+9
5223	Winchester	Winchester	MA	5	+31
5231	Second Parish	Worcester	MA	4	+14
5225	Worcester	Worcester	MA	4	+16
4025	Paint Branch	Adelphi	MD	6	+37
4026	Annapolis	Annapolis	MD	4	+36
4031	Baltimore	Baltimore	MD	4	+33
4034	River Road	Bethesda	MD	5	+66
4033	Cedar Lane	Bethesda	MD	5	+66
4037	Goodloe Mem	Bowie	MD	6	+13
4038	Davies Mem	Camp Springs	MD	6	+10
4039	Chester River	Chestertown	MD	2	+13
4032	Harford County	Churchville	MD	4	+7
4114	Columbia	Columbia	MD	4	+27
4110	Cumberland	Cumberland	MD	2	+0
4111	Easton	Easton	MD	2	+8
4040	Channing Memorial	Ellicott City	MD	4	+26
4120	Cedarhurst	Finksburg	MD	4	+13
4112	Frederick	Frederick	MD	5	+17
4042	Sugarloaf	Germantown	MD	5	+25

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Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
4113	Hagerstown	Hagerstown	MD	3	+3
4041	Southern Maryland	Hollywood	MD	4	+11
4123	Lutherville	Lutherville	MD	4	+17
4044	Congregation of Chesapeake	Prince Frederick	MD	5	+15
4115	Rockville	Rockville	MD	5	+37
4121	Salisbury	Salisbury	MD	2	+6
4122	Silver Spring	Silver Spring	MD	5	+37
3811	First Universalist	Auburn	ME	1	-1
3810	Community Church	Augusta	ME	2	-2
3818	Bangor	Bangor	ME	2	+4
3817	Belfast	Belfast	ME	2	+15
3822	Brunswick	Brunswick	ME	2	+11
3824	Caribou	Caribou	ME	1	-1
3825	Castine	Castine	ME	2	+15
3837	Midcoast UU	Damariscotta	ME	2	+6
3831	First Universalist	Dexter	ME	2	+4
3834	Ellsworth	Ellsworth	ME	2	+4
3912	Houlton	Houlton	ME	1	-1
3913	First Parish	Kennebunk	ME	3	+9
3922	Norway	Norway	ME	1	-1
3926	Pittsfield	Pittsfield	ME	2	+3
3933	Allen Ave	Portland	ME	2	+4
3931	Portland	Portland	ME	2	+3
3934	Rockland	Rockland	ME	2	+1
3936	Saco & Biddeford	Saco	ME	3	+5
4011	Sanford	Sanford	ME	3	+3
4018	Sangerville & Dover Foxcroft	Sangerville	ME	2	+4
4013	South Paris	South Paris	ME	2	-1
4016	Waterville	Waterville	ME	2	+3
4022	First Universalist	West Paris	ME	2	-1
4024	Yarmouth	Yarmouth	ME	2	+8
5232	Ann Arbor	Ann Arbor	MI	4	+5

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Geo Index 7: Average wages equal to 121 percent or more of US average

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Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
5311	Birmingham Unitarian	Bloomfield Hills	MI	4	-0
5310	Community UU	Brighton	MI	4	-7
5312	East Liberty	Clarklake	MI	3	-9
5314	First UU Church	Detroit	MI	4	+6
5337	Bay de Noc Fellowship	Escanaba	MI	1	-5
5315	Farmington	Farmington Hills	MI	4	-5
5321	Flint	Flint	MI	3	-9
5328	All Souls Community	Grand Rapids	MI	2	-2
5322	Grosse Pointe	Grosse Pointe	MI	4	+9
5327	Keweenaw UU Fellowship	Houghton	MI	2	-11
5331	People's Church	Kalamazoo	MI	2	-4
5332	Greater Lansing	Lansing	MI	3	-5
5333	West Shore	Ludington	MI	2	-8
5336	Marquette UU Cong	Marquette	MI	1	-11
5335	Midland	Midland	MI	2	-6
5410	UU Fellowship	Mount Pleasant	MI	2	-10
5412	Harbor UU	Muskegon	MI	2	-10
5413	UU Community	Portage	MI	2	-8
5424	Northwest UU Church	Southfield	MI	4	-7
5423	Berrien UU Fellowship	St. Joseph	MI	3	-8
5425	Grand Traverse	Traverse City	MI	2	-4
5420	Beacon	Troy	MI	4	-2
5437	Pilgrim House UU Fellowship	Arden Hills	MN	4	+4
5434	Headwaters UU Fellowship	Bemidji	MN	1	-2
5435	Minnesota Valley UU Fellowship	Bloomington	MN	4	+5
5511	Duluth	Duluth	MN	2	+3
5513	Michael Servetus Unitarian Soc	Fridley	MN	4	+3
5515	Nora Unitarian Church	Hanska	MN	2	-8
5536	White Bear UU Church	Mahtomedi	MN	4	-1
5516	UU Fellowship	Mankato	MN	2	-7
5522	Minneapolis	Minneapolis	MN	4	+28
5521	First Society	Minneapolis	MN	4	+27

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Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
5523	Northfield	Northfield	MN	2	-5
5524	First UU Church	Rochester	MN	3	+4
5531	St. Cloud	St. Cloud	MN	2	-8
5532	Unity Church Unitarian	St. Paul	MN	4	+20
5533	Underwood	Underwood	MN	1	+7
5535	UU Church of Minnetonka	Wayzata	MN	4	+9
5627	Emerson UU Chapel	Chesterfield	MO	3	-3
5625	UU Church	Columbia	MO	1	-11
5633	All Souls UU Church	Kansas City	MO	3	+2
5635	Eliot Unitarian Chapel	Kirkwood	MO	3	+2
5632	Jefferson City	Jefferson City	MO	1	-6
5712	First Unitarian Church	Saint Louis	MO	3	+5
5713	Springfield	Springfield	MO	1	-2
5614	Ellisville	Ellisville	MS	1	-5
5615	Jackson	Jackson	MS	1	-9
5623	Oxford	Oxford	MS	1	-6
5617	Tupelo	Tupelo	MS	1	-5
5721	Billings	Billings	MT	2	-5
5722	Bozeman	Bozeman	MT	1	+5
5726	Big Sky UU	Helena	MT	1	+1
5724	Glacier UU Fellowship	Kalispell	MT	1	+1
5725	Missoula	Missoula	MT	1	+6
6624	Asheville	Asheville	NC	1	+0
6627	UU Cong of Swannanoa Valley	Black Mountain	NC	1	-4
6629	Boone UU Fellowship	Boone	NC	1	+4
6628	UUs of Transylvania County	Brevard	NC	1	-3
6626	Chapel Hill	Chapel Hill	NC	3	+1
6625	Charlotte	Charlotte	NC	3	+15
6630	Piedmont	Charlotte	NC	3	+4
6715	First Univ of Sampson Creek	Clinton	NC	1	-11
6641	UU Fellowship of Lake Norman	Mooresville	NC	2	-5
6632	Eno River	Durham	NC	3	-2

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Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
6636	Franklin NC	Franklin	NC	1	-9
6635	Greenville	Greenville	NC	2	-11
6637	Hendersonville	Hendersonville	NC	1	-7
6638	UU Church of Catawba Valley	Hickory	NC	1	-10
6710	Hillsborough	Hillsborough	NC	3	-3
6634	UU Church of Greensboro	Jamestown	NC	2	+3
6717	UU Congregation of Outer Banks	Kitty Hawk	NC	1	+4
6716	Unitarian Coastal Fellowship	Morehead City	NC	1	-10
6719	New Bern	New Bern	NC	1	-9
6714	Raleigh	Raleigh	NC	3	+15
6713	Peace Fellowship	Raleigh	NC	3	+14
6721	Outlaw's Bridge	Seven Springs	NC	1	-11
6722	Wilmington	Wilmington	NC	2	+4
6723	Winston Salem	Winston Salem	NC	2	-0
6724	Bismarck Mandan UU Fellowship	Bismarck	ND	2	-4
6725	Fargo Moorhead	Fargo	ND	2	-1
6730	Grand Forks	Grand Forks	ND	2	-3
5731	Lincoln	Lincoln	NE	2	-2
5730	Second Unitarian	Omaha	NE	2	-2
5732	First Unitarian	Omaha	NE	2	-4
5814	Concord	Concord	NH	3	+6
5821	Durham	Durham	NH	3	-4
5822	Exeter	Exeter	NH	4	+0
5823	Franklin	Franklin	NH	2	-0
5825	Keene	Keene	NH	2	+3
5832	Laconia	Laconia	NH	2	-2
5833	Manchester	Manchester	NH	3	+10
5834	Marlborough	Marlborough	NH	2	+3
5835	Milford	Milford	NH	5	+9
5836	Nashua	Nashua	NH	5	+6
5911	Newfields	Newfields	NH	3	+5
5913	Peterborough	Peterborough	NH	3	+6

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Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
5917	Starr King UU Fellowship	Plymouth	NH	2	-0
5914	South Church	Portsmouth	NH	3	+13
5817	UU Fellow of Eastern Slopes	Tamworth	NH	2	-2
5915	Walpole	Walpole	NH	2	+3
5921	Wilton Center	Wilton	NH	4	-1
5922	United Church of Winchester	Winchester	NH	2	+3
5935	1st UU Fellowship Hunterdon Cnty	Baptistown	NJ	5	+5
5924	Cherry Hill	Cherry Hill	NJ	5	+14
6011	Unitarian Society	East Brunswick	NJ	5	+28
6023	Palisades	Englewood	NJ	6	+31
6027	South Jersey Shore	Galloway	NJ	5	+9
5925	Skylands UU Fellowship	Hackettstown	NJ	3	+16
6026	UU Ocean County	Lanoka Harbor	NJ	5	+8
5932	Monmouth County	Lincroft	NJ	5	+24
5933	Montclair	Montclair	NJ	5	+33
5934	Morristown	Morristown	NJ	5	+47
6012	UU Fellow Sussex Cty	Newton	NJ	5	+8
6013	First UU Church of Essex Cty	Orange	NJ	6	+6
6014	Central Unitarian Church	Paramus	NJ	6	+31
6015	Plainfield	Plainfield	NJ	5	+9
6021	Princeton	Princeton	NJ	5	+25
6022	Ridgewood	Ridgewood	NJ	6	+32
6016	Somerset Hills	Somerville	NJ	5	+20
6025	Beacon UU in Summit	Summit	NJ	5	+34
6031	UU Church at Washington Crossing	Titusville	NJ	5	+13
6110	Albuquerque	Albuquerque	NM	2	+3
6112	First Unitarian	Albuquerque	NM	2	+3
6114	Las Cruces	Las Cruces	NM	1	+0
6115	Los Alamos	Los Alamos	NM	4	+8
6117	UU Westside Cong	Rio Rancho	NM	2	-1
6122	Santa Fe	Santa Fe	NM	2	+27
5733	Las Vegas	Las Vegas	NV	4	-4

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Geo Index 3: Average wages between 97 and 102.9 percent of US average

Geo Index 4: Average wages between 103 and 108.9 percent of US average

Geo Index 5: Average wages between 109 and 114.9 percent of US average

Geo Index 6: Average wages between 115 and 120.9 percent of US average

Geo Index 7: Average wages equal to 121 percent or more of US average

Data provided by ERI.

Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
5734	Northern Nevada	Reno	NV	3	+20
6123	First UU Society	Albany	NY	3	+10
6125	Auburn	Auburn	NY	3	-2
6131	Barneveld	Barneveld	NY	2	-1
6130	UU Society of South Suffolk	Bay Shore	NY	6	+44
6135	Binghamton	Binghamton	NY	3	-1
6620	UU Cong of the South Fork	Bridgehampton	NY	6	+29
6211	First Unitarian Cong. Society	Brooklyn	NY	6	+98
6219	Original Blessing	Brooklyn	NY	6	+81
6210	All Souls Bethlehem	Brooklyn	NY	6	+98
6213	UU Church of Buffalo	Buffalo	NY	3	+4
6218	Canandaigua	Canandaigua	NY	3	+0
6214	Canton	Canton	NY	2	-5
6216	First Universalist Society	Central Square	NY	3	+0
6222	Hudson Valley	Croton-On-Hudson	NY	6	+26
6231	East Aurora	East Aurora	NY	3	-1
6232	Stony Brook	East Setauket	NY	6	+21
6320	UU Cong of Queens	Flushing	NY	7	+76
6236	UU Cong of Northern Chautauqua	Fredonia	NY	2	+1
6235	South Nassau UU Cong	Freeport	NY	6	+18
6311	UU Cong of Central Nassau	Garden City	NY	6	+30
6534	Southold	Greenport	NY	6	+29
6411	Little Falls	Little Falls	NY	3	+6
6314	UU Cong of Glens Falls	Queensbury	NY	3	+5
6623	First Unitarian Society	Hastings-On-Hudson	NY	6	+33
6331	UU Fellowship	Huntington	NY	6	+37
6332	First Unitarian Society	Ithaca	NY	3	+15
6333	Jamestown	Jamestown	NY	2	+1
6334	UU Congre of Catskills	Kingston	NY	4	+5
6512	Shelter Rock	Manhasset	NY	6	+45
6335	4th Unitarian Soc of Westchester	Mohegan Lake	NY	6	+32
6431	Northern Westchester	Mt. Kisco	NY	6	+15

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Geo Index 6: Average wages between 115 and 120.9 percent of US average

Geo Index 7: Average wages equal to 121 percent or more of US average

Data provided by ERI.

Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
6421	Community Church	New York	NY	7	+141
6423	Fourth Universalist Society	New York	NY	7	+140
6422	All Souls	New York	NY	7	+114
6424	Niagara Falls	Niagara Falls	NY	3	+0
6434	Oneonta	Oneonta	NY	2	-3
6513	Plattsburgh	Plattsburgh	NY	2	+6
6514	Rockland County	Pomona	NY	6	+19
6521	Poughkeepsie	Poughkeepsie	NY	5	+16
6523	Rochester	Rochester	NY	3	-3
6522	First Unitarian	Rochester	NY	3	-3
6416	Rock Tavern	Rock Tavern	NY	4	+12
6526	Adirondack UU Community	Saranac Lake	NY	2	+6
6525	UU Congre of Saratoga Springs	Saratoga Springs	NY	3	+8
6532	Schenectady	Schenectady	NY	3	+7
6535	Staten Island	Staten Island	NY	6	+36
6611	Syracuse	Syracuse	NY	3	+6
6612	May Memorial	Syracuse	NY	3	-6
6613	Utica	Utica	NY	2	-1
6614	All Souls UU Church	Watertown	NY	2	-7
6621	White Plains	White Plains	NY	6	+55
6622	Williamsville	Williamsville	NY	3	+1
6734	Athens	Athens	OH	2	-4
8320	UU Church of Ohio Valley	Bellaire	OH	1	-8
6735	All Souls UU Church	Bellville	OH	2	-9
7010	Bowling Green	Bowling Green	OH	2	-7
6813	UU Congr of Greater Canton	Canton	OH	2	-2
6822	St John's	Cincinnati	OH	3	+1
6821	Heritage Universalist	Cincinnati	OH	3	+1
6815	First Unitarian	Cincinnati	OH	3	+7
6824	The Gathering at Northern Hills	Cincinnati	OH	3	-3
6832	West Shore UU Church	Cleveland	OH	3	-1
6831	UU Society of Cleveland	Cleveland Heights	OH	3	+4

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Geo Index 7: Average wages equal to 121 percent or more of US average

Data provided by ERI.

Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
6834	Columbus	Columbus	OH	3	+5
6838	Miami Valley UU Fellowship	Dayton	OH	3	-9
6912	First Universalist Church	Eldorado	OH	1	-8
6733	UU Church of Akron	Fairlawn	OH	2	-4
6925	First Universalist Church	Lyons	OH	2	-5
6915	Kent	Kent	OH	2	-4
6932	East Shore UU	Kirtland	OH	3	-5
6837	North UU Congregation	Lewis Center	OH	3	-2
6926	Marietta	Marietta	OH	1	-6
6933	New Madison	New Madison	OH	2	-4
6934	N Olmsted	N. Olmsted	OH	3	-2
7026	Southwest	N. Royalton	OH	3	+0
7011	Oberlin	Oberlin	OH	3	-5
7016	Hopedale	Oxford	OH	3	-4
7014	First Unitarian	Shaker Heights	OH	3	+5
7028	First Unitarian	Toledo	OH	2	-2
7020	Fellowship of Wayne County	Wooster	OH	1	-1
7023	Yellow Springs	Yellow Springs	OH	3	-9
7024	Youngstown	Youngstown	OH	2	-11
7025	Bartlesville	Bartlesville	OK	1	-12
7036	Channing UU Church	Edmond	OK	1	-4
7030	Lawton	Lawton	OK	1	-10
7033	Oklahoma City	Oklahoma City	OK	1	-1
7035	Stillwater	Stillwater	OK	1	-11
7037	Tahlequah	Tahlequah	OK	1	-8
7112	Hope	Tulsa	OK	2	-8
7111	All Souls	Tulsa	OK	2	-8
7113	Church of the Restoration	Tulsa	OK	2	-6
7124	Rogue Valley UU Fellowship	Ashland	OR	2	+7
7212	Pacific UU	Astoria	OR	3	+7
7114	UU Fellowship of Cental Oregon	Bend	OR	3	+6
7116	Corvallis	Corvallis	OR	3	+6

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Geo Index 7: Average wages equal to 121 percent or more of US average

Data provided by ERI.

Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
7121	Eugene	Eugene	OR	3	+4
7128	UUs of Grants Pass	Grants Pass	OR	2	-2
7135	Washington County	Hillsboro	OR	4	+12
8316	Mid Columbia UU Fellowship	Hood River	OR	2	+12
7122	UU Fellowship of Klamath Cnty	Klamath Falls	OR	2	-4
7136	UU Fellowship of McMinnville	McMinnville	OR	4	+5
7119	Willamette Falls	Oregon City	OR	4	+11
7130	Wy'east UU	Portland	OR	4	+27
7133	Eastrose Fellowship UU	Portland	OR	4	+3
7132	West Hills	Portland	OR	4	+8
3131	First Unitarian	Portland	OR	4	+27
7134	Umpqua UU Church	Roseburg	OR	2	-2
7211	Salem	Salem	OR	3	+3
7424	Athens	Athens	PA	2	-4
7213	UU Church of Lehigh Valley	Bethlehem	PA	3	+4
7217	Uus of Cumberland Valley	Boiling Springs	PA	2	+1
7418	WellSprings Congregation	Chester Springs	PA	4	+15
7321	Thomas Paine UU Fellowship	Collegeville	PA	4	+11
7221	Main Line Unitarian	Devon	PA	4	+12
7222	Erie	Erie	PA	2	-1
7235	UU Fellowshp of Lower Bucks	Fairless Hills	PA	4	+17
7226	Gettysburg	Gettysburg	PA	2	+2
7231	Harrisburg	Harrisburg	PA	3	+5
7232	First UU Church of Indiana	Indiana	PA	2	+0
7214	First Universalist Church	Kingsley	PA	2	-2
7234	Lancaster	Lancaster	PA	2	+3
7416	UU Fellowship of Ligonier Valley	Ligonier	PA	2	-5
7313	Meadville	Meadville	PA	2	-2
7314	UU Church of Delaware County	Media	PA	4	+14
7315	East Suburban UU	Murrysville	PA	3	+3
7320	Northumberland	Northumberland	PA	2	+3
7325	Church of Restoration	Philadelphia	PA	4	+7

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Geo Index 7: Average wages equal to 121 percent or more of US average

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Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
7324	Germantown	Philadelphia	PA	4	+10
7323	First Unitarian	Philadelphia	PA	4	+34
7333	Allegheny UU	Pittsburgh	PA	3	+13
7332	First Unitarian	Pittsburgh	PA	3	+17
7335	South Hills	Pittsburgh	PA	3	+7
7334	North Hills	Pittsburgh	PA	3	+3
7411	Pottstown	Pottstown	PA	4	+1
7412	Berks County	Reading	PA	3	+1
7421	Centre County	State College	PA	2	+10
7220	UU Fellowship of Poconos	Stroudsburg	PA	2	+0
7425	BuxMont UU Fellowship	Warrington	PA	4	+13
7431	West Chester	West Chester	PA	4	+10
7432	UU Congre of Wyoming Valley	Wyoming	PA	2	-5
7433	York	York	PA	3	-0
7434	Westminister Unitarian	E Greenwich	RI	4	+13
7511	Channing Memorial Church	Newport	RI	4	+18
7510	UU Cong of South County	Peace Dale	RI	4	+10
7515	Religious Soc of Bell St. Chapel	Providence	RI	4	+15
7513	First Unitarian	Providence	RI	4	+18
7514	First Universalist	Providence	RI	4	+15
7520	Aiken UU Church	Aiken	SC	2	-5
7521	UU Fellowship of Beaufort	Beaufort	SC	1	-4
7530	UU Cong of the Lowcountry	Bluffton	SC	2	-2
7522	Charleston	Charleston	SC	2	+2
7523	Clemson	Clemson	SC	2	-7
7524	Columbia	Columbia	SC	2	+4
7525	Greenville	Greenville	SC	2	-2
7536	All Souls Waccamaw	Myrtle Beach	SC	1	-1
7532	Spartanburg	Spartanburg	SC	2	-6
7535	Black Hills UU Fellowship	Rapid City	SD	1	-4
7611	All Souls Church UU	Sioux Falls	SD	1	-5
7614	Chattanooga	Chattanooga	TN	1	-6

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Geo Index 7: Average wages equal to 121 percent or more of US average

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Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
7617	Clarksville	Clarksville	TN	1	-7
7616	Neshoba UU Church	Cordova	TN	2	-6
7622	Holston Valley UU Church	Gray	TN	1	-12
7623	Tennessee Valley	Knoxville	TN	2	-7
7621	Westside	Knoxville	TN	2	-12
7620	Foothills UU Fellowship	Maryville	TN	1	-6
7625	Peter Cooper UU	Memphis	TN	2	-7
7624	First Unitarian	Memphis	TN	2	-9
7631	Unitarian Fellowship	Murfreesboro	TN	2	-5
7630	Greater Nashville	Nashville	TN	2	-5
7632	First UU	Nashville	TN	2	+8
7633	Oak Ridge	Oak Ridge	TN	1	-9
7634	Tullahoma	Tullahoma	TN	1	-12
7711	Amarillo	Amarillo	TX	2	-11
7717	Wildflower Church	Austin	TX	3	+12
7713	Austin	Austin	TX	3	+11
7836	UU Fellowship of Bell County	Belton	TX	1	-12
7725	Horizon UU Church	Carrollton	TX	3	-3
7714	Live Oak UU Church	Cedar Park	TX	3	-4
7722	UU Church of the Brazos Valley	College Station	TX	1	-14
7723	Corpus Christi	Corpus Christi	TX	2	-10
7731	Oak Cliff	Dallas	TX	3	-6
7724	First Unitarian	Dallas	TX	3	+15
7841	Red River UU Church	Denison	TX	2	-7
7732	Denton	Denton	TX	3	-3
7734	El Paso	El Paso	TX	1	-3
7736	First Jefferson UU	Fort Worth	TX	3	-3
7735	Westside UU	Fort Worth	TX	3	+9
7811	Galveston	Galveston	TX	4	+1
7719	San Gabriel UU Fellowship	Georgetown	TX	3	-6
7813	Emerson UU	Houston	TX	4	+6
7832	Bay Area	Houston	TX	4	-4

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Cong ID	Congregation	City/Town	State	Geo Index	Cost of living +/- from US avg
7814	First UU	Houston	TX	4	+1
7817	Tapestry Campus	Spring	TX	4	-9
7802	Thorea Woods UU Church	Huntsville	TX	1	-15
7727	Pathways Church	Hurst	TX	3	+6
7821	Kerrville	Kerrville	TX	1	-11
7823	Lubbock	Lubbock	TX	1	-10
7824	Midland	Midland	TX	4	-2
7828	New Braunfels	New Braunfels	TX	2	-6
7835	Community UU Church	Plano	TX	3	-0
7834	San Antonio	San Antonio	TX	2	-5
7838	San Marcos UU Fellowship	San Marcos	TX	3	-10
7814C	Henry David Thoreau UU	Stafford	TX	3	-7
7816	Northwoods	The Woodlands	TX	3	+1
7913	Waco	Waco	TX	2	-8
7916	South Valley UU	Cottonwood Heights	UT	2	-4
7914	Cache Valley	Logan	UT	1	-3
7917	Ogden	Ogden	UT	2	+1
7915	First Unitarian	Salt Lake City	UT	2	+14
8025	Mt. Vernon Unitarian Church	Alexandria	VA	5	+49
8038	Arlington	Arlington	VA	5	+79
8032	Blacksburg	Blacksburg	VA	2	-6
8115	Accotink UU Church	Burke	VA	5	+31
8033	UU Cong in Charlottesville	Charlottesville	VA	2	-3
8035	Fredericksburg	Fredericksburg	VA	5	+1
8036	UU Community Church	Glen Allen	VA	3	-0
8110	Harrisonburg	Harrisonburg	VA	2	-9
8113	UU Church of Loudoun	Leesburg	VA	5	+27
8112	Lynchburg	Lynchburg	VA	2	-9
8116	Bull Run UUs	Manassas	VA	5	+18
8030	UU Church of the Highlands	Meadowview	VA	1	-8
8114	UU Fellowship of the Peninsula	Newport News	VA	2	-2
8122	UU Cong of Fairfax	Oakton	VA	5	+48

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8126	Reston	Reston	VA	5	+36
8123	Richmond	Richmond	VA	3	+3
8124	Roanoke	Roanoke	VA	2	-13
8039	UUs of the Blue Ridge	Sperryville	VA	3	+7
8129	UU Church of the Shenandoah Valley	Stephens City	VA	3	-10
8117	Sterling	Sterling	VA	5	+24
8121	Coastal Virginia Uus	Virginia Beach	VA	2	-2
8125	Waynesboro	Waynesboro	VA	2	-11
8118	UU Fellowship of the Rappahannock	White Stone	VA	2	-8
8127	Williamsburg	Williamsburg	VA	2	-0
8028	St. Croix	Christiansted	VI	1	+21
8029	St. John	St. John	VI	1	+43
7921	Barre	Barre	VT	2	+6
7923	Bennington	Bennington	VT	2	+4
7924	Bethel	Bethel	VT	2	+6
7931	Burlington	Burlington	VT	3	+19
7932	First Universalist Parish	Chester	VT	2	+5
7934	First Universalist Parish	Derby Line	VT	2	+1
7936	First Universalist Society	Hartland-Four-Corners	VT	2	+5
7938	Mount Mansfield UU Fellowship	Jericho	VT	3	+9
7937	Champlain Valley UU Society	Middlebury	VT	3	+9
8011/802	Montpelier	Montpelier	VT	2	+8
8012	First Universalist Society	Northfield	VT	2	+8
5824	UU Congre of Upper Valley	Norwich	VT	2	+6
8014	Rutland	Rutland	VT	2	+4
8015	St. Johnsbury	St. Johnsbury	VT	2	+0
8021	Springfield	Springfield	VT	2	+5
7925	All Souls Church UU	W Brattleboro	VT	2	+5
8024	N Universalist Chapel Society	Woodstock	VT	2	+5
8136	Cedars UU Church	Bainbridge Island	WA	5	+17
8131	East Shore Unitarian Church	Bellevue	WA	6	+38
8132	Bellingham	Bellingham	WA	4	+5

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Geo Index 7: Average wages equal to 121 percent or more of US average

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8133	Free Church Unitarian	Blaine	WA	4	+9
8134	Kitsap UU Fellowship	Bremerton	WA	4	+7
8135	Saltwater UU Church	Des Moines	WA	6	+14
8211	Edmonds	Edmonds	WA	5	+13
8139	Kittitas Valley UU	Ellensburg	WA	3	+21
8222	UU Cong of Whidbey Island	Freeland	WA	3	+1
8221	Northlake UU Church	Kirkland	WA	6	+31
8212	Evergreen UU Fellowship	Marysville	WA	5	+11
8137	Skagit UU Fellowship	Mount Vernon	WA	4	+2
8223	Olympia	Olympia	WA	3	+13
8214	Community UU Church	Pasco	WA	4	-5
8224	Olympic UU Fellowship	Port Angeles	WA	4	+15
8228	Quimper UU Fellowship	Port Townsend	WA	3	+1
8232	Westside	Seattle	WA	6	+52
8231	University Unitarian	Seattle	WA	6	+57
8226	Shoreline	Shoreline	WA	6	+27
8233	Spokane	Spokane	WA	3	-5
8234	Tacoma	Tacoma	WA	5	+14
8235	Vancouver	Vancouver	WA	4	+6
8311	Vashon Island Unitarian	Vashon	WA	6	+14
8313	Cascade UU Fellowship	E. Wenatchee	WA	3	-3
8312	Woodinville	Woodinville	WA	6	+27
8314	Yakima	Yakima	WA	3	-5
8325	Fox Valley UU Fellowship	Appleton	WI	2	-8
8329	Chequamegon	Ashland	WI	1	-10
8331	UU Church West	Brookfield	WI	3	+2
8333	Eau Claire	Eau Claire	WI	2	-8
8330	UU Church of the Lakes	Elkhorn	WI	2	-4
8428	UU Fellowship of Door County	Ephraim	WI	1	-11
8327	Open Circle UU Fellowship	Fond Du Lac	WI	2	-9
8337	Green Bay	Green Bay	WI	2	-7
8326	Lake Country UU Church	Hartland	WI	3	+2

For further information on cost of wages and cost of living, See our *Guide to Salary Recommendations*:

[https://www.uua.org/sites/live-new.uua.org/files/guide\\_to\\_salary\\_recommendations.pdf](https://www.uua.org/sites/live-new.uua.org/files/guide_to_salary_recommendations.pdf).

# UUA Geo Index Listing 2021-2022

**The Geo Index reflects the relative cost of wages in a given community.**

(For your convenience, we also provide a **cost of living** comparison in the right-hand column.)

Geo Index 1: Average wages below 91 percent of the US average

Geo Index 2: Average wages between 91 and 96.9 percent of US average

Geo Index 3: Average wages between 97 and 102.9 percent of US average

Geo Index 4: Average wages between 103 and 108.9 percent of US average

Geo Index 5: Average wages between 109 and 114.9 percent of US average

Geo Index 6: Average wages between 115 and 120.9 percent of US average

Geo Index 7: Average wages equal to 121 percent or more of US average

Data provided by ERI.

<b>Cong ID</b>	<b>Congregation</b>	<b>City/Town</b>	<b>State</b>	<b>Geo Index</b>	<b>Cost of living +/- from US avg</b>
8336	Bradford Community	Kenosha	WI	4	-2
8334	UU Fellowship	La Crosse	WI	2	+2
8412	Prairie UU Society	Madison	WI	3	+9
8411	Madison	Madison	WI	3	+17
8410	James Reeb UU	Madison	WI	3	+6
8414	Mequon	Mequon	WI	3	+12
8415	Milwaukee	Milwaukee	WI	3	+8
8416	Unitarian Fellowship	Milwaukee	WI	3	+6
8424	Olympia Brown UU Church	Racine	WI	3	+1
8426	Blue Hills UU Fellowship	Rice Lake	WI	2	-10
8423	Prairie Lakes	Ripon	WI	2	-2
8427	River Falls	River Falls	WI	4	-3
5538	Saint Croix Fellowship	Saint Croix Falls	WI	4	-1
8425	Free Cong of Sauk County	Sauk City	WI	2	-2
8422	United Unitarian	Waukesha	WI	3	-2
8433	Wausau	Wausau	WI	2	-7
8417	Northwoods UU Fellowship	Woodruff	WI	1	-8
8321	Charleston	Charleston	WV	1	-8
8511	Casper	Casper	WY	2	-1
8512	Cheyenne	Cheyenne	WY	2	-1
8513	Laramie	Laramie	WY	2	-3
8510	Sheridan	Sheridan	WY	3	-7

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