

# UUA Geo Index Listing 2023-2024

## Cost of Wages and Cost of Living Explanations

### Cost of Wages

In keeping with compensation philosophy and best practices, UUA Salary Recommendations are based on the **cost of wages**. We adjust recommendations based on national data to reflect prevailing wage rates in communities where UU congregations are located. Wage data from the Economic Resource Institute (ERI) is used to assign a Geo Index to each congregation.

Geo Indices range from Geo Index 1 to Geo Index 7, with Geo Index 3 representing congregations in communities where the average wage paid falls close to the U.S. Average. *If your Geo Index has changed from last year, you may want to consider a 2-year plan to move into the new range.*

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

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

### Cost of Living

The **cost of living** shows how expensive it is to live in a certain location, based on the prices of goods (including housing) and services relative to the U.S. Average. We do not explicitly incorporate the cost of living into our recommendations.

Congregations in high cost of living areas should be prepared to increase salaries and/or moving expenses to ensure the competitiveness of their position openings and affordability for their staff, especially for those relocating from lower-cost areas. Professionals seeking to relocate should be aware of the cost of living and housing in their potential new location. In this Geo Index Listing, we have included each location's cost of living as a percent above or below the US average, as reported by the Economic Research Institute. There is no mathematical adjustment to be made; it is simply additional information for congregations and employees.

## Salary Process Guidance

The [Salary Process Guidance \(PDF\)](#) document includes values-based policies and practices along with guidance for using the Recommended Salary Ranges.

Please read the **Cost of Living** and **Cost of Wages** explanations on the first page.

Congregations are listed alphabetically by state and then by meeting city.

Cong ID	Congregation	Meeting City	State	GEO Index	Cost of Living vs US average
1933	Anchorage	Anchorage	AK	5	+30
1934	Fairbanks	Fairbanks	AK	5	+15
2011	Juneau	Juneau	AK	5	+39
2012	Sitka	Sitka	AK	5	+20
1913	Auburn	Auburn	AL	2	-16
1914	Birmingham	Birmingham	AL	2	-10
1921	First Universalist Church of Camp Hill	Camp Hill	AL	2	-16
1922	Fairhope	Fairhope	AL	1	-11
1923	Shoals	Florence	AL	1	-18
1924	Huntsville	Huntsville	AL	3	-9
1925	Mobile	Mobile	AL	2	-11
1931	Montgomery	Montgomery	AL	2	-15
1932	Tuscaloosa	Tuscaloosa	AL	2	-13
2030	Eureka	Eureka Springs	AR	1	-12
2023	Fayetteville	Fayetteville	AR	2	-13
2027	Hot Springs	Hot Springs	AR	1	-15
2024	Village	Hot Springs Village	AR	1	-15
2025	UU Fellowship of Jonesboro	Jonesboro	AR	1	-17
2031	Little Rock	Little Rock	AR	1	-16
2036	UU Fellowship of Mountain Home AR	Mountain Home	AR	1	-15
2040	UUs of Benton County	Rogers	AR	2	-10
2029	Green Valley	Amado	AZ	2	-11
2015	Valley UU	Chandler	AZ	3	+12
2013	Beacon	Flagstaff	AZ	2	+20
2018	West Valley	Glendale	AZ	3	-2
2014	Phoenix	Paradise Valley	AZ	3	+39
2026	Granite Peak	Prescott	AZ	2	+0
2016	Prescott UU Fellowship	Prescott	AZ	2	+0
2039	Sedona	Sedona	AZ	2	+14
2038	Sky Island	Sierra Vista	AZ	2	-11
2020	Surprise	Surprise	AZ	3	-3
2019	Mountain Vista	Tucson	AZ	2	+10
2021	Tucson	Tucson	AZ	2	+7
2022	Yuma	Yuma	AZ	2	-11
2032	Anaheim	Anaheim	CA	5	+48
2034	Santa Cruz County	Aptos	CA	5	+68
2037	Sierra Footfills	Auburn	CA	5	+13
2035	Kern County	Bakersfield	CA	4	+11
2111	Humboldt	Bayside	CA	3	+43

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2113	Berkeley Fellowship	Berkeley	CA	7	+100
2430	Cambria	Cambria	CA	5	+38
2115	Emerson UU	Canoga Park	CA	5	+34
2311	Monterey Peninsula	Carmel	CA	5	+41
2123	Chico	Chico	CA	3	-2
2125	Orange Coast	Costa Mesa	CA	5	+50
2132	Davis	Davis	CA	5	+23
2336	Chalice UU	Escondido	CA	5	+28
2136	Mission Peak	Fremont	CA	7	+62
2211	Fresno	Fresno	CA	4	+17
2213	Fullerton	Fullerton	CA	5	+51
2210	Live Oak	Goleta	CA	5	+72
2310	Community of the Mountains	Grass Valley	CA	4	+18
2214	Starr King UU	Hayward	CA	7	+46
2218	UU Community of Lake County	Kelseyville	CA	4	+3
2112	UU Church Berkeley	Kensington	CA	7	+70
2219	Verdugo Hills	La Crescenta	CA	5	+44
2222	Laguna Beach	Laguna Beach	CA	5	+91
2322	Antelope Valley UU Fellowship	Lancaster	CA	5	+4
2223	Livermore	Livermore	CA	7	+49
2224	Long Beach	Long Beach	CA	5	+86
2231	Los Angeles	Los Angeles	CA	6	+86
2233	Los Gatos	Los Gatos	CA	7	+61
2239	Tapestry	Mission Viejo	CA	5	+51
2235	Stanislaus Cty	Modesto	CA	4	+9
2333	Monte Vista	Montclair	CA	4	+30
2531	Napa Valley	Napa	CA	6	+48
2525	Conejo Valley	Newbury Park	CA	5	+36
2475	Santa Clarita Valley	Newhall	CA	5	+35
2516	Sepulveda	North Hills	CA	5	+29
2312	1st UU of Oakland	Oakland	CA	7	+78
2323	Palo Alto	Palo Alto	CA	7	+99
2325	Neighborhood	Pasadena	CA	5	+62
2331	Throop Memorial	Pasadena	CA	5	+62
2332	Petaluma	Petaluma	CA	6	+53
2326	UU Fellowship of Porterville	Porterville	CA	4	-4
2122	Church of Desert	Rancho Mirage	CA	4	+26
2324	Pacific Unitarian	Rancho Palos Verde	CA	5	+49
2335	Reading UU	Redding	CA	4	+5

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2234	South Bay Unitarian Fellowship	Redondo Beach	CA	5	+88
2412	Redwood City	Redwood City	CA	7	+83
2413	Riverside	Riverside	CA	4	+33
2414	Sacramento	Sacramento	CA	5	+23
2423	San Diego	San Diego	CA	5	+80
2424	San Francisco	San Francisco	CA	7	+117
2215	UU Fellowship of Hemet & the SJ Valley	San Jacinto	CA	4	+4
2425	San Jose	San Jose	CA	7	+72
2431	San Luis Obispo	San Luis Obispo	CA	4	+38
2432	San Mateo	San Mateo	CA	7	+77
2433	Marin	San Rafael	CA	7	+78
2435	Santa Barbara	Santa Barbara	CA	5	+64
2513	Santa Monica	Santa Monica	CA	5	+96
2514	Santa Paula	Santa Paula	CA	5	+38
2515	Santa Rosa	Santa Rosa	CA	6	+36
2420	Summit UU	Santee	CA	5	+36
2521	San Dieguito	Solana Beach	CA	5	+74
2520	Tuolumne Cty	Sonora	CA	4	+6
2522	1st UU of Stockton	Stockton	CA	5	+16
2523	Studio City	Studio City	CA	6	+64
2524	Sunnyvale	Sunnyvale	CA	7	+71
2532	Ventura	Ventura	CA	5	+48
2536	UU Fellowship of Visalia	Visalia	CA	4	+12
2533	Palomar UU	Vista	CA	5	+28
2534	Mt. Diablo	Walnut Creek	CA	7	+59
2613	Boulder	Boulder	CO	5	+26
2626	Two Rivers	Carbondale	CO	3	+21
2621	All Souls	Colorado Springs	CO	3	+5
2620	High Plains	Colorado Springs	CO	3	+1
2623	Denver	Denver	CO	5	+22
2622	First Unitarian Society	Denver	CO	5	+34
2617	High Country UU Fellowship	Dillon	CO	4	+38
2624	Durango	Durango	CO	2	+2
2625	Foothills	Fort Collins	CO	3	+6
2612	Jefferson	Golden	CO	4	+9
2631	Grand Valley	Grand Junction	CO	3	-12
2632	Greeley	Greeley	CO	3	-9
2616	Boulder Valley	Lafayette	CO	4	+10
2634	Columbine	Littleton	CO	5	+34

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2628	Namaqua UU	Loveland	CO	3	+1
2630	Pagosah UU	Pagosa Springs	CO	3	-7
2611	Prairie	Parker	CO	4	+2
2633	First Unitarian Society	Pueblo	CO	3	-8
2635	UU Society in Brooklyn, CT	Brooklyn	CT	4	-3
2711	UU Congregation of Danbury	Danbury	CT	5	+30
2725	Uniarian Society of New Haven	Hamden	CT	5	+27
2714	Hartford	Hartford	CT	5	+12
2713	Shoreline	Madison	CT	5	+31
2721	UU Society: East	Manchester	CT	5	+11
2722	Meriden	Meriden	CT	5	+9
2723	UU Society	New Britain	CT	5	+0
2724	First Universalist Society	New Haven	CT	5	+35
2731	All Souls	New London	CT	4	+11
2733	UU Church of Norwich CT	Norwich	CT	5	+7
2716	Unitarian Fellowship of NW CT	Salisbury	CT	4	+8
2811	Stamford	Stamford	CT	6	+57
2812	Unitarian Fellowship of Storrs	Storrs Mansfield	CT	5	+11
2815	UU Church Greater Bridgeport	Stratford	CT	6	+25
2813	West Hartford	West Hartford	CT	5	+26
2814	Westport	Westport	CT	6	+59
2726	Mattatuck UU Society	Woodbury	CT	4	+17
2824	All Souls	Washington	DC	6	+79
2831	Universalist National Memorial	Washington	DC	6	+79
2828	Washington Ethical Society	Washington	DC	5	+36
2821	Central Delaware	Dover	DE	3	-1
2820	Southern Delaware	Lewes	DE	3	-0
2822	Fellowship of Newark	Newark	DE	4	+5
2825	Mill Creek	Newark	DE	4	+5
2823	Wilmington	Wilmington	DE	4	+10
2832	Boca Raton	Boca Raton	FL	3	+52
2833	Manatee UU	Bradenton	FL	2	+3
2928	Nature Coast	Citrus Springs	FL	1	-12
2834	Clearwater	Clearwater	FL	2	+9
2911	UU Fellowship of Central Brevard	Cocoa	FL	2	-1
3019	River of Grass	Davie	FL	3	+27
2916	West Volusia	Deland	FL	1	-1
2910	Lake County	Eustis	FL	2	-10
2929	All Faiths	Fort Myers	FL	2	+14

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2913	Fort Myers	Fort Myers	FL	2	+11
2921	Gainesville	Gainesville	FL	2	+4
2927	Buckman Bridge	Jacksonville	FL	2	-5
2922	Jacksonville	Jacksonville	FL	2	+4
2926	One Island Family	Key West	FL	2	+73
2924	Lakeland	Lakeland	FL	2	-5
3033	All Souls	Miami	FL	3	+23
2933	Miami	Miami	FL	3	+32
2937	Naples	Naples	FL	3	+30
2917	Community UU Church	New Smyrna Beach	FL	1	+2
3024	Palm Beaches	North Palm Beach	FL	3	+53
2912	Fort Lauderdale	Oakland Park	FL	3	+3
2939	Spirit of Life	Odessa	FL	2	-1
2919	Mosaic UU Congregation	Orange City	FL	1	-4
2935	Orlando	Orlando	FL	2	+11
2920	University UU Society	Orlando	FL	2	+8
2936	Ormond Beach	Ormond Beach	FL	1	-3
2918	All Souls UU Congregation	Palatka	FL	1	-16
3011	Bay County	Panama City	FL	1	-13
3012	Pensacola	Pensacola	FL	1	-10
3013	Charlotte County	Port Charlotte	FL	2	-7
2923	Pineda	Rockledge	FL	2	-4
3015	Sarasota	Sarasota	FL	2	+15
3017	St. Augustine	St. Augustine	FL	2	-9
3014	St. Petersburg	St. Petersburg	FL	2	+13
3018	United Fellowship	St. Petersburg	FL	2	+4
3025	Treasure Coast	Stuart	FL	2	+2
2938	Tri-County UUs	Summerfield	FL	1	-7
3021	Tallahassee	Tallahassee	FL	1	+0
3022	Tampa	Tampa	FL	2	+3
3023	Tarpon Springs	Tarpon Springs	FL	2	+0
2915	Emerald Coast	Valparaiso	FL	2	-7
3028	Venice	Venice	FL	2	+12
3026	Vero Beach	Vero Beach	FL	2	-3
2931	Brevard	W. Melbourne	FL	2	+1
2835	UU Church in the Pines	Weeki Wachee	FL	2	-17
3031	Athens	Athens	GA	2	-11
3032	Atlanta	Atlanta	GA	3	+24
3036	First Existentialist	Atlanta	GA	3	+25

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3111	Augusta	Augusta	GA	2	-15
3040	Coastal Georgia	Brunswick	GA	2	-8
3112	Canon UU Church	Canon	GA	1	-15
3110	Columbus	Columbus	GA	1	-21
3039	Georgia Mountains	Dahlonega	GA	1	-17
3041	Mountain Light UU Church	Ellijay	GA	1	-8
3119	Gwinnett	Lawrenceville	GA	3	-10
3118	High Street UU	Macon	GA	2	-13
3113	Emerson UU	Marietta	GA	3	+3
3123	UU Metro Atlanta	Roswell	GA	3	-8
3034	Northwest UU	Sandy Springs	GA	3	+13
3115	Savannah	Savannah	GA	2	-5
3120	Statesboro	Statesboro	GA	1	-20
3121	Unitarian Fellowship of Valdosta GA	Valdosta	GA	1	-15
3124	Honolulu	Honolulu	HI	4	+66
3534	Ames	Ames	IA	2	-16
3535	Burlington	Burlington	IA	1	-19
3611	Cedar Valley	Cedar Falls	IA	2	-13
3612	Peoples Church	Cedar Rapids	IA	2	-13
3616	UU Fellowship of Clinton	Clinton	IA	1	-16
3615	Iowa City	Coralville	IA	2	-12
3613	Quad Cities	Davenport	IA	2	-6
3617	Northeast Iowa	Decorah	IA	1	-14
3614	Des Moines	Des Moines	IA	2	-8
3610	Dubuque	Dubuque	IA	1	-18
3621	UU Fellowship of N. Central Iowa	Mason City	IA	1	-17
3618	Iowa Lakes UU Fellowship	Okoboji	IA	1	-14
3622	First Unitarian	Sioux City	IA	2	-12
3125	Boise	Boise	ID	2	+18
3127	North Idaho UUs	Coeur d'Alene	ID	1	+50
3126	Idaho Falls	Idaho Falls	ID	2	-5
8225	Palouse	Moscow	ID	1	-18
3133	Pocatello	Pocatello	ID	1	-19
3135	Magic Valley	Twin Falls	ID	1	-3
3134	First Unitarian	Alton	IL	3	-14
3211	Federated Church	Avon	IL	1	-13
3213	Bloomington	Bloomington	IL	3	-10
3214	Carbondale	Carbondale	IL	2	-23
3215	UU Fellowship of Eastern Illinois	Charleston	IL	2	-11

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3223	All Souls Free Religious Fellowship	Chicago	IL	4	+6
3221	Beverly	Chicago	IL	4	+8
3222	First Unitarian Society	Chicago	IL	4	+6
3224	Peoples Church	Chicago	IL	5	+53
3225	Second Unitarian	Chicago	IL	5	+59
3231	Third Unitarian	Chicago	IL	4	+35
3235	Decatur	Decatur	IL	3	-11
3311	North Shore	Deerfield	IL	4	+22
3312	DeKalb	DeKalb	IL	4	-11
3313	Elgin	Elgin	IL	4	+1
3314	Evanston	Evanston	IL	4	+42
3316	Geneva	Geneva	IL	4	+12
3315	Prairie Circle	Grayslake	IL	4	+7
3322	Hinsdale	Hinsdale	IL	4	+30
3331	Joliet	Joliet	IL	4	+0
3333	UU Fellowship of Macomb	Macomb	IL	1	-13
3431	Tree of Life	McHenry	IL	4	-4
3216	Mt. Vernon UU Fellowship	Mount Vernon	IL	2	-13
3334	Dupage UU	Naperville	IL	4	+6
3337	Unity Temple	Oak Park	IL	4	+35
3411	Countryside	Palatine	IL	4	+6
3233	UU Community	Park Forest	IL	4	-8
3412	Peoria	Peoria	IL	3	-10
3413	Quincy	Quincy	IL	2	-4
3414	Rockford/Rockport	Rockford	IL	3	-9
3417	UU Congregation of Rock Valley	Rockton	IL	3	-6
3415	Abe Lincoln	Springfield	IL	3	-12
3421	Stockton	Stockton	IL	2	-10
3422	Federated Church	Sycamore	IL	4	-8
3423	Urbana	Urbana	IL	3	-20
3425	Lake Shore	Winnetka	IL	4	+40
3433	Bloomington	Bloomington	IN	2	-9
3519	Heartland	Carmel	IN	2	-7
3434	Columbus	Columbus	IN	2	-10
3435	Hendricks Cty	Danville	IN	2	-1
3511	Elkhart	Elkhart	IN	2	-11
3512	Evansville	Evansville	IN	2	-15
3513	Fort Wayne	Fort Wayne	IN	2	-11
3515	Hobart	Hobart	IN	3	-6



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3516	All Souls	Indianapolis	IN	2	-11
3518	Indianapolis	Indianapolis	IN	2	-6
3523	Oaklandon	Indianapolis	IN	2	-11
3520	UU Fellowship of Kokomo	Kokomo	IN	2	-21
3522	Muncie	Muncie	IN	1	-16
3531	South Bend	South Bend	IN	2	-12
3532	First UU	Terre Haute	IN	2	-13
3533	Tippecanoe County	West Lafayette	IN	2	-15
3632	Lawrence	Lawrence	KS	1	-19
3634	Shawnee Mission	Lenexa	KS	3	-6
3633	Manhattan	Manhattan	KS	1	-15
3638	Salina	Salina	KS	1	-17
3635	Topeka	Topeka	KS	1	-13
3711	Wichita	Wichita	KS	2	-7
3712	Bowling Green	Bowling Green	KY	1	-12
3714	Lexington	Lexington	KY	2	-5
3713	Clifton	Louisville	KY	2	+1
3715	First Unitarian	Louisville	KY	2	+1
3721	Thomas Jefferson	Louisville	KY	2	-3
3722	Open Door	Owensboro	KY	2	-14
3723	Owensboro	Owensboro	KY	2	-14
3726	Madison County	Richmond	KY	1	-15
3724	Unitarian Fellowship of Alexandria	Alexandria	LA	1	-10
3725	Baton Rouge	Baton Rouge	LA	2	+0
3730	North Shore	Lacombe	LA	2	-4
3731	Lafayette	Lafayette	LA	1	-9
3734	Community Church	New Orleans	LA	3	-6
3733	New Orleans	New Orleans	LA	2	-4
3735	Shreveport	Shreveport	LA	1	-9
4125	Amherst	Amherst	MA	4	+26
4131	Andover	Andover	MA	4	+43
4132	Arlington	Arlington	MA	6	+44
4133	Ashby	Ashby	MA	5	+27
4134	Athol	Athol	MA	4	+1
4135	Murray UU	Attleboro	MA	4	+23
4211	Barnstable	Barnstable	MA	5	+21
4212	Bedford	Bedford	MA	5	+57
4213	Belmont	Belmont	MA	6	+57
4214	Berlin	Berlin	MA	5	+30

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4215	Bernardston	Bernardston	MA	3	+2
4222	Beverly	Beverly	MA	5	+43
4223	Billerica	Billerica	MA	5	+38
4224	Bolton	Bolton	MA	4	+25
4225	Arlington Street	Boston	MA	6	+110
1911	Church of the Larger Fellowship	Boston	MA	6	+78
4231	Community Church	Boston	MA	6	+110
4232	First Church	Boston	MA	6	+110
4233	King's Chapel	Boston	MA	6	+110
4311	All Souls	Braintree	MA	6	+36
4312	Brewster	Brewster	MA	5	+29
4313	Bridgewater	Bridgewater	MA	4	+18
4314	UU Church	Brockton	MA	5	+33
4315	Brookfield	Brookfield	MA	4	+15
4316	Brookline	Brookline	MA	6	+80
4321	Cambridge	Cambridge	MA	6	+101
4322	Canton	Canton	MA	6	+40
4324	First Religious Soceity	Carlisle	MA	5	+57
4325	First Universalist Society Federated	Charlton	MA	4	+9
4326	UU Meeting House	Chatham	MA	5	+29
4331	1st Congregational Society	Chelmsford	MA	5	+41
4332	Chestnut Hill	Chestnut Hill	MA	6	+98
4335	Cohasset	Cohasset	MA	4	+32
4411	Concord	Concord	MA	5	+62
4412	Northshore UU	Danvers	MA	5	+42
4413	Dedham	Dedham	MA	6	+52
4414	Deerfield	Deerfield	MA	3	+2
4421	Dorchester	Dorchester	MA	6	+55
4422	Dover	Dover	MA	6	+38
4423	Duxnury	Duxbury	MA	4	+27
4436	Falmouth	East Falmouth	MA	5	+27
4912	Federated Church	East Orleans	MA	5	+29
4430	Nauset Fellowship	Eastham	MA	5	+29
4432	First Universalist	Essex	MA	5	+39
4434	Fairhaven	Fairhaven	MA	4	+30
4435	Unitarian Society	Fall River	MA	4	+13
4511	Fitchburg	Fitchburg	MA	4	+7
4512	Foxborough	Foxborough	MA	6	+29
4513	Framingham	Framingham	MA	5	+37

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4514	Franklin	Franklin	MA	5	+28
4515	Gardner	Gardner	MA	4	+10
4521	Gloucester	Gloucester	MA	5	+34
4522	Grafton & Upton	Grafton	MA	4	+16
4523	All Souls	Greenfield	MA	3	+2
4524	Groton	Groton	MA	5	+35
4531	First Universalist Church	Hardwick	MA	4	+1
4532	Harvard	Harvard	MA	5	+25
4533	Haverhill	Haverhill	MA	4	+19
4534	Hingham	Hingham	MA	5	+49
4536	Second Parish	Hingham	MA	5	+49
4611	Hopedale	Hopedale	MA	5	+21
4526	UU South Berkshire	Housatonic	MA	3	+10
4612	First Parish Unit Church	Hubbardston	MA	4	+10
4613	Marlborough & Hudson	Hudson	MA	5	+30
4615	Jamaica Plain	Jamaica Plain	MA	6	+44
4621	Kingston	Kingston	MA	5	+33
4622	Lancaster	Lancaster	MA	4	+20
4623	Leicester Unitarian Church	Leicester	MA	4	+12
4624	Leominster	Leominster	MA	4	+8
4625	First Parish	Lexington	MA	6	+55
4631	Follen Church	Lexington	MA	6	+55
4632	Lincoln	Lincoln	MA	5	+62
4633	Littleton	Littleton	MA	5	+49
4433	Malden	Malden	MA	6	+40
4712	Marblehead	Marblehead	MA	5	+47
4715	Medfield	Medfield	MA	6	+38
4721	Medford	Medford	MA	6	+64
4723	Melrose	Melrose	MA	6	+63
4724	Mendon & Uxbridge	Mendon	MA	5	+24
4725	Middleboro	Middleborough	MA	4	+22
4726	Milford	Milford	MA	5	+21
4731	Milton	Milton	MA	6	+46
4732	Monson	Monson	MA	4	-1
4733	2nd Congre Meeting House	Nantucket	MA	6	+63
5023	Eliot Church	Natick	MA	5	+35
4811	Needham	Needham	MA	6	+54
4812	New Bedford	New Bedford	MA	4	+12
4814	First Religious Society	Newburyport	MA	5	+37

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Congregations are listed alphabetically by state and then by meeting city.

Cong ID	Congregation	Meeting City	State	GEO Index	Cost of Living vs US average
5212	First Unitarian Society	Newton	MA	6	+53
4821	North Parish	North Andover	MA	4	+29
4824	Unity Church	North Easton	MA	6	+34
4816	Northampton & Florence	Northampton	MA	4	+17
4823	Northborough	Northborough	MA	4	+31
4825	First Parish of Northfield Unitarian	Northfield	MA	3	+2
4833	Norton	Norton	MA	4	+17
4835	First Universalist Church of Assinippi	Norwell	MA	4	+42
4834	Norwell	Norwell	MA	4	+42
4831	Community Church	Orange	MA	4	+1
4911	First Universalist Church	Orange	MA	4	+1
8888	First Universalist Parish of North Dana	Orange	MA	4	+1
4913	St Paul's Church of Palmer, MA	Palmer	MA	4	-1
4915	First Congregational Parish	Petersham	MA	4	+1
4921	Pittsfield	Pittsfield	MA	3	+10
4922	Plymouth	Plymouth	MA	5	+33
4923	UU Meeting House	Provincetown	MA	5	+29
4924	United First Parish	Quincy	MA	6	+51
4925	Reading	Reading	MA	5	+48
4926	Channing Church	Rockland	MA	4	+35
4931	Rockport	Rockport	MA	5	+34
4932	First Church	Roxbury	MA	6	+55
4933	First Congregational Society	Salem	MA	5	+31
5012	Scituate	Scituate	MA	4	+32
5013	Sharon	Sharon	MA	6	+34
5014	Sherborn	Sherborn	MA	5	+27
5025	UU Society	Springfield	MA	4	+10
5031	First Church	Sterling	MA	4	+15
5033	Stoughton	Stoughton	MA	6	+34
5034	Stow	Stow	MA	5	+34
5035	Federated Church	Sturbridge	MA	4	+8
5036	Sudbury	Sudbury	MA	5	+39
4636	Greater Lynn	Swampscott	MA	5	+41
5111	Taunton	Taunton	MA	4	+16
5113	First Church	Templeton	MA	4	+10
5121	UU Society of Martha's Vineyard	Vineyard Haven	MA	6	+34
5122	First Universalist Society	Wakefield	MA	6	+43
5123	Waltham	Waltham	MA	6	+52
5131	Watertown	Watertown	MA	6	+60

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Congregations are listed alphabetically by state and then by meeting city.

Cong ID	Congregation	Meeting City	State	GEO Index	Cost of Living vs US average
5132	Wayland	Wayland	MA	5	+44
5133	Wellesley Hills	Wellesley Hills	MA	6	+52
5135	West Bridgewater	West Bridgewater	MA	4	+18
5214	Theodore Parker	West Roxbury	MA	6	+65
5134	Westborough	Westborough	MA	4	+28
5211	Westford	Westford	MA	5	+35
5213	Weston	Weston	MA	5	+61
5215	Westwood	Westwood	MA	6	+46
5024	Weymouth	Weymouth	MA	6	+47
5222	Winchendon	Winchendon	MA	4	+10
5223	Winchester	Winchester	MA	6	+38
5231	Second Parish	Worcester	MA	4	+15
5225	Worcester	Worcester	MA	4	+17
4025	Paint Branch	Adelphi	MD	6	+40
4026	Annapolis	Annapolis	MD	4	+37
4031	Baltimore	Baltimore	MD	4	+30
4033	Cedar Lane	Bethesda	MD	6	+77
4034	River Road	Bethesda	MD	6	+77
4037	Goodloe Mem	Bowie	MD	6	+11
4038	Davies Mem	Camp Springs	MD	6	+12
4039	Chester River	Chestertown	MD	3	+10
4032	Harford County	Churchville	MD	4	+6
4114	Columbia	Columbia	MD	4	+25
4110	Cumberland	Cumberland	MD	2	-5
4111	Easton	Easton	MD	3	+3
4040	Channing Memorial	Ellicott City	MD	4	+25
4043	Unitarian Universalists of Fallston	Fallston	MD	4	+10
4120	Cedarhurst	Finksburg	MD	4	+12
4112	Frederick	Frederick	MD	5	+15
4042	Sugarloaf	Germantown	MD	5	+24
4113	Hagerstown	Hagerstown	MD	3	+1
4041	Southern Maryland	Hollywood	MD	4	+3
4123	Lutherville	Lutherville	MD	4	+11
4044	Congregation of Chesapeake	Prince Frederick	MD	6	+14
4115	Rockville	Rockville	MD	5	+36
4121	Salisbury	Salisbury	MD	2	+3
4122	Silver Spring	Silver Spring	MD	6	+40
3811	First Universalist	Auburn	ME	2	-3
3810	Community Church	Augusta	ME	2	-10

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Congregations are listed alphabetically by state and then by meeting city.

Cong ID	Congregation	Meeting City	State	GEO Index	Cost of Living vs US average
3818	Bangor	Bangor	ME	2	-1
3817	Belfast	Belfast	ME	2	+14
3822	Brunswick	Brunswick	ME	2	+14
3824	Caribou	Caribou	ME	1	-8
3825	Castine	Castine	ME	2	+14
3837	Midcoast UU	Damariscotta	ME	2	+3
3831	First Universalist	Dexter	ME	2	-1
3833	First Congregational Society	Eastport	ME	2	-2
3834	Ellsworth	Ellsworth	ME	2	-2
3912	Houlton	Houlton	ME	1	-6
3913	First Parish	Kennebunk	ME	3	+8
3922	Norway	Norway	ME	2	-3
3932	New Brackett Memorial Church	Peaks Island	ME	3	
3926	Pittsfield	Pittsfield	ME	2	-3
3933	Allen Ave	Portland	ME	3	+6
3931	Portland	Portland	ME	3	+7
3934	Rockland	Rockland	ME	2	-5
3936	Saco & Biddeford	Saco	ME	3	+3
4011	Sanford	Sanford	ME	3	-0
4018	Sangerville & Dover Foxcroft	Sangerville	ME	2	-1
4013	South Paris	South Paris	ME	2	-3
4016	Waterville	Waterville	ME	2	-3
4022	First Universalist	West Paris	ME	2	+1
4024	Yarmouth	Yarmouth	ME	2	+10
5232	Ann Arbor	Ann Arbor	MI	4	+16
5311	Birmingham Unitarian	Bloomfield Hills	MI	4	-2
5310	Community UU	Brighton	MI	4	-7
5312	East Liberty	Clarklake	MI	3	-16
5314	First UU Church	Detroit	MI	4	+12
5337	Bay de Noc Fellowship	Escanaba	MI	2	-14
5315	Farmington	Farmington Hills	MI	4	-7
5321	Flint	Flint	MI	3	-20
5328	All Souls Community	Grand Rapids	MI	2	+3
5322	Grosse Pointe	Grosse Pointe	MI	4	+4
5327	Keweenaw UU Fellowship	Houghton	MI	2	-16
5331	People's Church	Kalamazoo	MI	2	-12
5332	Greater Lansing	Lansing	MI	3	-13
5333	West Shore	Ludington	MI	2	-14
5336	Marquette UU Cong	Marquette	MI	1	-12

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Cong ID	Congregation	Meeting City	State	GEO Index	Cost of Living vs US average
5335	Midland	Midland	MI	2	-14
5410	UU Fellowship	Mount Pleasant	MI	2	-20
5412	Harbor UU	Muskegon	MI	2	-16
5428	New Hope A UU Congregation	New Hudson	MI	4	-7
5426	UU Congregation of Petoskey	Petoskey	MI	2	-17
5413	UU Community	Portage	MI	2	-12
5424	Northwest UU Church	Southfield	MI	4	-12
5423	Berrien UU Fellowship	St. Joseph	MI	3	-10
5425	Grand Traverse	Traverse City	MI	2	-7
5420	Beacon	Troy	MI	4	-3
5437	Pilgrim House UU Fellowship	Arden Hills	MN	4	-4
5434	Headwaters UU Fellowship	Bemidji	MN	2	-10
5435	Minnesota Valley UU Fellowship	Bloomington	MN	4	-2
5436	Northwoods UU Fellowship	Brainerd	MN	2	-10
5511	Duluth	Duluth	MN	3	-1
5513	Michael Servetus Unitarian Society	Fridley	MN	4	-0
5514	Itasca Unitarian Fellowship	Grand Rapids	MN	3	-15
5515	Nora Unitarian Church	Hanska	MN	2	-20
5510	Dakota UU Church	Inver Grove	MN	4	-3
5536	White Bear UU Church	Mahtomedi	MN	4	-3
5516	UU Fellowship	Mankato	MN	2	-14
5521	First Society	Minneapolis	MN	4	+31
5522	Minneapolis	Minneapolis	MN	4	+25
5523	Northfield	Northfield	MN	2	-12
5524	First UU Church	Rochester	MN	3	-3
5512	Lake Fellowship of UU's	Shorewood	MN	4	+9
5531	St. Cloud	St. Cloud	MN	3	-16
5532	Unity Church Unitarian	St. Paul	MN	4	+19
5533	Underwood	Underwood	MN	2	+2
5537	Mesabi UU Church	Virginia	MN	3	-8
5535	UU Church of Minnetonka	Wayzata	MN	4	+3
5611	UU Church of Willmar	Willmar	MN	2	-17
5612	UU Fellowship of Winona	Winona	MN	2	-12
5627	Emerson UU Chapel	Chesterfield	MO	3	-6
5625	UU Church	Columbia	MO	1	-24
5632	Jefferson City	Jefferson City	MO	1	-16
5633	All Souls UU Church	Kansas City	MO	3	+0
5634	Gaia Community	Kansas City	MO	3	+0
5635	Eliot Unitarian Chapel	Kirkwood	MO	3	+8

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5636	UU Fellowship of Rolla	Rolla	MO	1	-17
5712	First Unitarian Church	Saint Louis	MO	3	+5
5713	Springfield	Springfield	MO	1	-13
5614	Ellisville	Ellisville	MS	1	-13
5621	Gulf Coast UU Fellowship	Gulfport	MS	1	-18
5615	Jackson	Jackson	MS	1	-16
5623	Oxford	Oxford	MS	1	-19
5617	Tupelo	Tupelo	MS	1	-14
5721	Billings	Billings	MT	2	-11
5722	Bozeman	Bozeman	MT	1	+10
5726	Big Sky UU	Helena	MT	1	-4
5724	Glacier UU Fellowship	Kalispell	MT	1	-3
5725	Missoula	Missoula	MT	1	+3
6624	Asheville	Asheville	NC	2	-0
6627	UU Cong of Swannanoa Valley	Black Mountain	NC	1	+1
6629	Boone UU Fellowship	Boone	NC	1	-0
6628	UUs of Transylvania County	Brevard	NC	1	-9
6626	Chapel Hill	Chapel Hill	NC	4	+8
6625	Charlotte	Charlotte	NC	3	+20
6630	Piedmont	Charlotte	NC	3	-7
6715	First Univ of Sampson Creek	Clinton	NC	1	-20
6641	UU Fellowship of Lake Norman	Davidson	NC	2	+1
6632	Eno River	Durham	NC	3	+1
6636	Franklin NC	Franklin	NC	1	-17
6635	Greenville	Greenville	NC	2	-22
6637	Hendersonville	Hendersonville	NC	2	-11
6638	UU Church of Catawba Valley	Hickory	NC	2	-15
6710	Hillsborough	Hillsborough	NC	3	-6
6634	UU Church of Greensboro	Jamestown	NC	2	-3
6717	UU Congregation of Outer Banks	Kitty Hawk	NC	1	-1
6716	Unitarian Coastal Fellowship	Morehead City	NC	1	-13
6719	New Bern	New Bern	NC	1	-15
6713	Peace Fellowship	Raleigh	NC	3	+13
6714	Raleigh	Raleigh	NC	3	+17
6640	UU Fellowship of Rocky Mount	Rocky Mount	NC	1	-17
6721	Outlaw's Bridge	Seven Springs	NC	1	-20
6639	UU Fellowship of the Carolina Foothills	Tryon	NC	1	-15
6722	Wilmington	Wilmington	NC	2	-4
6723	Winston Salem	Winston Salem	NC	2	-3



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6724	Bismarck Mandan UU Fellowship	Bismarck	ND	3	-18
6725	Fargo Moorhead	Fargo	ND	2	-9
6730	Grand Forks	Grand Forks	ND	2	-12
5735	Kearney UU Fellowship	Lexington	NE	1	-16
5731	Lincoln	Lincoln	NE	2	-10
5732	First Unitarian	Omaha	NE	2	-6
5730	Second Unitarian	Omaha	NE	2	-10
5811	South Parish Unitarian Church	Charlestown	NH	2	-0
5814	Concord	Concord	NH	3	+5
5821	Durham	Durham	NH	3	-1
5822	Exeter	Exeter	NH	4	+9
5823	Franklin	Franklin	NH	2	+1
5827	First Congregational Society-Unitarian	Hampton Falls	NH	4	+12
5825	Keene	Keene	NH	2	+5
5832	Laconia	Laconia	NH	2	+3
5833	Manchester	Manchester	NH	3	+18
5834	Marlborough	Marlborough	NH	2	+5
5835	Milford	Milford	NH	5	+11
5836	Nashua	Nashua	NH	5	+12
5837	Kearsarge UU Fellowship	New London	NH	2	+1
5911	Newfields	Newfields	NH	4	+14
5912	Nottingham Community Church UU	Nottingham	NH	3	+4
5913	Peterborough	Peterborough	NH	3	+5
5917	Starr King UU Fellowship	Plymouth	NH	2	+1
5914	South Church	Portsmouth	NH	4	+20
5817	UU Fellow of Eastern Slopes	Tamworth	NH	2	+3
5915	Walpole	Walpole	NH	2	+5
5916	First Universalist Church	West Chesterfield	NH	2	+1
5921	Wilton Center	Wilton	NH	4	+6
5922	United Church of Winchester	Winchester	NH	2	+5
5935	First UU Fellowship of Hunterdon Cty	Baptistown	NJ	5	+1
6036	Dorothea Dix UU Community	Bordentown	NJ	5	+13
5924	Cherry Hill	Cherry Hill	NJ	5	+22
6011	Unitarian Society	East Brunswick	NJ	5	+31
6023	Palisades	Englewood	NJ	6	+39
6027	South Jersey Shore	Galloway	NJ	5	+11
5925	Skylands UU Fellowship	Hackettstown	NJ	3	+11
6026	UU Ocean County	Lanoka Harbor	NJ	5	+6
5932	Monmouth County	Lincroft	NJ	5	+36

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Cong ID	Congregation	Meeting City	State	GEO Index	Cost of Living vs US average
5933	Montclair	Montclair	NJ	6	+49
5934	Morristown	Morristown	NJ	5	+64
6012	UU Fellow Sussex Cty	Newton	NJ	6	+5
6013	First UU Church of Essex Cty	Orange	NJ	6	+12
6014	Central Unitarian Church	Paramus	NJ	7	+46
6015	Plainfield	Plainfield	NJ	5	+11
6021	Princeton	Princeton	NJ	5	+33
6022	Ridgewood	Ridgewood	NJ	7	+48
6016	Somerset Hills	Somerville	NJ	5	+24
6025	Beacon UU in Summit	Summit	NJ	6	+39
6031	UU Church at Washington Closing	Titusville	NJ	5	+11
6032	Lakeland UU Fellowship	Wayne	NJ	7	+41
6111	UU Fellowship of Otero County	Alamogordo	NM	2	-17
6110	Albuquerque	Albuquerque	NM	2	-2
6112	First Unitarian	Albuquerque	NM	2	+3
6113	San Juan UU Fellowship	Farmington	NM	3	-17
6114	Las Cruces	Las Cruces	NM	1	-9
6115	Los Alamos	Los Alamos	NM	4	+1
6117	UU Westside Cong	Rio Rancho	NM	2	-12
6122	Santa Fe	Santa Fe	NM	2	+28
6120	UU Fellowship of Silver City	Silver City	NM	1	-5
5733	Las Vegas	Las Vegas	NV	4	-1
5734	Northern Nevada	Reno	NV	3	+17
6123	First UU Society	Albany	NY	4	+8
6124	Pullman Memorial Universalist Church	Albion	NY	3	-4
6125	Auburn	Auburn	NY	3	-3
6131	Barneveld	Barneveld	NY	3	-1
6130	UU Society of South Suffolk	Bay Shore	NY	6	+62
6134	UU Fellowship of Big Flats	Big Flats	NY	2	-7
6135	Binghamton	Binghamton	NY	3	-6
6620	UU Cong of the South Fork	Bridgehampton	NY	6	+50
6210	All Souls Bethlehem	Brooklyn	NY	7	+118
6211	First Unitarian Cong. Society	Brooklyn	NY	7	+156
6219	Original Blessing	Brooklyn	NY	7	+109
6213	UU Church of Buffalo	Buffalo	NY	3	+3
6218	Canandaigua	Canandaigua	NY	3	-4
6214	Canton	Canton	NY	3	-1
6216	First Universalist Society	Central Square	NY	3	-4
6217	UU Fellowship of Chautauqua	Chautauqua	NY	2	-10

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6221	UU Church of Cortland	Cortland	NY	3	+2
6222	Hudson Valley	Croton-On-Hudson	NY	6	+42
6231	East Aurora	East Aurora	NY	3	-4
6232	Stony Brook	East Setauket	NY	6	+31
6320	UU Congre of Queens	Flushing	NY	7	+88
6236	UU Congre of Northern Chautauqua	Fredonia	NY	2	-9
6235	South Nassau UU Cong	Freeport	NY	6	+29
6311	UU Cong off Central Nassau	Garden City	NY	6	+34
6534	Southold	Greenport	NY	6	+50
6321	UU Church of Hamburg	Hamburg	NY	3	-6
6623	First Unitarian Society	Hastings-On-Hudson	NY	6	+57
6331	UU Fellowship	Huntington	NY	6	+65
6332	First Unitarian Society	Ithaca	NY	3	+9
6425	North Fork UU Fellowship	Jamesport	NY	6	+48
6333	Jamestown	Jamestown	NY	3	-14
6334	UU Congre of Catskills	Kingston	NY	4	+11
6411	Little Falls	Little Falls	NY	3	-2
6512	Shelter Rock	Manhasset	NY	6	+71
6414	Middletown UU Fellowship	Middletown	NY	5	+10
6335	Fourth Unitarian Society of Westchester	Mohegan Lake	NY	6	+36
6431	Northern Westchester	Mt. Kisco	NY	6	+24
7316	Upper Delaware UU Fellowship	Narrowsburg	NY	5	-3
6422	All Souls	New York	NY	7	+156
6421	Community Church	New York	NY	7	+191
6423	Fourth Universalist Society	New York	NY	7	+170
6424	Niagara Falls	Niagara Falls	NY	3	-8
3330	Prairyerth UU Fellowship	Niskayuna	NY	3	+7
6434	Oneonta	Oneonta	NY	2	-4
6513	Plattsburgh	Plattsburgh	NY	3	-1
6514	Rockland County	Pomona	NY	6	+20
6521	Poughkeepsie	Poughkeepsie	NY	5	+16
6129	Hornell Alfred UU Society	Prattsburgh	NY	2	-9
6314	UU Congre of Glens Falls	Queensbury	NY	3	-0
6522	First Unitarian	Rochester	NY	3	-3
6523	Rochester	Rochester	NY	3	-4
6416	Rock Tavern	Rock Tavern	NY	5	+18
6524	First Universalist Society	Salisbury Center	NY	3	-2
6526	Adirondack UU Community	Saranac Lake	NY	3	-1
6525	UU Congre of Saratoga Springs	Saratoga Springs	NY	4	+21

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Cong ID	Congregation	Meeting City	State	GEO Index	Cost of Living vs US average
6133	UU Congregation of Great South Bay	Sayville	NY	6	+52
6532	Schenectady	Schenectady	NY	3	+1
6535	Staten Island	Staten Island	NY	7	+35
6612	May Memorial	Syracuse	NY	3	-5
6611	Syracuse	Syracuse	NY	3	-9
6613	Utica	Utica	NY	3	-1
6614	All Souls UU Church	Watertown	NY	3	-9
6621	White Plains	White Plains	NY	6	+81
6622	Williamsville	Williamsville	NY	3	+1
6734	Athens	Athens	OH	2	-11
8320	UU Church of Ohio Valley	Bellaire	OH	1	-10
6735	All Souls UU Church	Bellville	OH	2	-21
7010	Bowling Green	Bowling Green	OH	2	-12
6813	UU Congr of Greater Canton	Canton	OH	2	-11
6815	First Unitarian	Cincinnati	OH	3	+4
6821	Heritage Universalist	Cincinnati	OH	3	+6
6822	St John's	Cincinnati	OH	3	+4
6824	The Gathering at Northern Hills	Cincinnati	OH	3	-5
6832	West Shore UU Church	Cleveland	OH	3	-4
6834	Columbus	Columbus	OH	3	-1
6838	Miami Valley UU Fellowship	Dayton	OH	3	-9
6916	Delaware UU Fellowship	Delaware	OH	3	-16
6912	First Universalist Church	Eldorado	OH	2	-18
6733	UU Church of Akron	Fairlawn	OH	2	-5
6910	UU Church of Blanchard Valley	Findlay	OH	2	-12
6915	Kent	Kent	OH	2	-11
6932	East Shore UU	Kirtland	OH	3	-6
6837	North UU Congregation	Lewis Center	OH	3	-8
6922	UU Fellowship of Lima Ohio Inc.	Lima	OH	2	-14
6925	First Universalist Church	Lyons	OH	2	-14
6814	Harmony UU Community	Maineville	OH	3	-5
6926	Marietta	Marietta	OH	1	-13
6934	N Olmsted	N. Olmsted	OH	3	-8
7026	Southwest	N. Royalton	OH	3	-5
6933	New Madison	New Madison	OH	2	-9
7011	Oberlin	Oberlin	OH	3	-11
7016	Hopedale	Oxford	OH	3	-10
7015	UU Congregation East	Reynoldsburg	OH	3	-17
7013	UU Fellowship of Erie County	Sandusky	OH	2	-8

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6833	UU Congregation of Cleveland	Shaker Heights	OH	3	+8
7028	First Unitarian	Toledo	OH	2	-8
7020	Fellowship of Wayne County	Wooster	OH	1	-7
7023	Yellow Springs	Yellow Springs	OH	3	-14
7024	Youngstown	Youngstown	OH	2	-23
7025	Bartlesville	Bartlesville	OK	1	-22
7036	Channing UU Church	Edmond	OK	1	-11
7030	Lawton	Lawton	OK	1	-21
7032	West Wind UU Congregation	Norman	OK	1	-19
7033	Oklahoma City	Oklahoma City	OK	1	-3
7035	Stillwater	Stillwater	OK	1	-18
7037	Tahlequah	Tahlequah	OK	1	-18
7111	All Souls	Tulsa	OK	2	-12
7113	Church of the Restoration	Tulsa	OK	2	-14
7112	Hope	Tulsa	OK	2	-13
7124	Rogue Valley UU Fellowship	Ashland	OR	3	+5
7212	Pacific UU	Astoria	OR	3	+3
7114	UU Fellowship of Cental Oregon	Bend	OR	3	+10
7115	South Coast U U Fellowship	Coos Bay	OR	2	-9
7116	Corvallis	Corvallis	OR	3	+7
7121	Eugene	Eugene	OR	3	-3
7120	Florence UU Fellowship	Florence	OR	3	+5
7128	UUs of Grants Pass	Grants Pass	OR	2	-9
7135	Washington County	Hillsboro	OR	4	+12
8316	Mid Columbia UU Fellowship	Hood River	OR	2	+6
7122	UU Fellowship of Klamath County	Klamath Falls	OR	2	-9
7136	UU Fellowship of McMinnville	McMinnville	OR	4	+2
7127	Central Coast UU Fellowship	Newport	OR	3	+0
7119	Willamette Falls	Oregon City	OR	4	+11
7133	Eastrose Fellowship UU	Portland	OR	4	-2
7131	First Unitarian Church	Portland	OR	4	+34
7132	West Hills	Portland	OR	4	+9
7130	Wy'east UU	Portland	OR	4	+36
7134	Umpqua UU Church	Roseburg	OR	2	-11
7211	Salem	Salem	OR	3	-3
7123	South Park UU Fellowship	West Linn	OR	4	+12
7424	Athens	Athens	PA	2	-9
7213	UU Church of Lehigh Valley	Bethlehem	PA	3	+1
7217	Uus of Cumberland Valley	Boiling Springs	PA	2	-8

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7418	WellSprings Congregation	Chester Springs	PA	4	+7
7321	Thomas Paine UU Fellowship	Collegetown	PA	4	+10
7221	Main Line Unitarian	Devon	PA	4	+18
7222	Erie	Erie	PA	2	-11
7235	UU Fellowship of Lower Bucks	Fairless Hills	PA	4	+25
7226	Gettysburg	Gettysburg	PA	2	-8
7224	First UU Church of Girard	Girard	PA	2	-9
7231	Harrisburg	Harrisburg	PA	3	-0
7232	First UU Church of Indiana	Indiana	PA	2	-8
7214	First Universalist Church	Kingsley	PA	2	-9
7234	Lancaster	Lancaster	PA	2	-2
7416	UU Fellowship of Ligonier Valley	Ligonier	PA	2	-16
7313	Meadville	Meadville	PA	2	-11
7314	UU Church of Delaware County	Media	PA	4	+18
7315	East Suburban UU	Murrysville	PA	3	-0
7320	Northumberland	Northumberland	PA	2	-3
7325	Church of Restoration	Philadelphia	PA	4	+10
7323	First Unitarian	Philadelphia	PA	4	+40
7324	Germantown	Philadelphia	PA	4	+10
7333	Allegheny UU	Pittsburgh	PA	3	+13
7332	First Unitarian	Pittsburgh	PA	3	+20
7334	North Hills	Pittsburgh	PA	3	-1
7335	South Hills	Pittsburgh	PA	3	+1
7411	Pottstown	Pottstown	PA	4	+3
7412	Berks County	Reading	PA	3	+1
7311	Joseph Priestley UU Fellowship	Selinsgrove	PA	2	-9
7419	Ginger Hill UU Congregation	Slippery Rock	PA	2	-12
7414	UU Congregation of Smithton	Smithton	PA	3	-8
7421	Centre County	State College	PA	2	+1
7220	UU Fellowship of Poconos	Stroudsburg	PA	2	-2
7425	BuxMont UU Fellowship	Warrington	PA	4	+16
7431	West Chester	West Chester	PA	4	+14
7432	UU Congre of Wyoming Valley	Wyoming	PA	2	-15
7433	York	York	PA	3	-2
7434	Westminister Unitarian	E Greenwich	RI	4	+11
7435	First Universalist Church of Burrillville	Mapleville	RI	4	+12
7511	Channing Memorial Church	Newport	RI	4	+18
7510	UU Congre of South County	Peace Dale	RI	4	+19
7512	Church of the Mediator	Providence	RI	4	+23

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7513	First Unitarian	Providence	RI	4	+33
7514	First Universalist	Providence	RI	4	+23
7515	Religious Society of Bell St. Chapel	Providence	RI	4	+23
7520	Aiken UU Church	Aiken	SC	2	-11
7521	UU Fellowship of Beaufort	Beaufort	SC	2	-4
7530	UU Congre of the Lowcountry	Bluffton	SC	2	+2
7522	Charleston	Charleston	SC	2	+2
7523	Clemson	Clemson	SC	2	-18
7524	Columbia	Columbia	SC	2	+5
7525	Greenville	Greenville	SC	2	+0
7536	All Souls Waccamaw	Myrtle Beach	SC	1	-5
7531	Clayton Memorial UU Church	Newberry	SC	1	-15
7532	Spartanburg	Spartanburg	SC	2	-11
7535	Black Hills UU Fellowship	Rapid City	SD	1	-5
7611	All Souls Church UU	Sioux Falls	SD	2	-15
7614	Chattanooga	Chattanooga	TN	2	-15
7617	Clarksville	Clarksville	TN	1	-7
7613	UU Congregation of Cookeville	Cookeville	TN	1	-20
7616	Neshoba UU Church	Cordova	TN	2	-14
7622	Holston Valley UU Church	Gray	TN	1	-20
7623	Tennessee Valley	Knoxville	TN	2	-9
7621	Westside	Knoxville	TN	1	-12
7620	Foothills UU Fellowship	Maryville	TN	1	-13
7624	First Unitarian	Memphis	TN	2	-9
7631	Unitarian Fellowship	Murfreesboro	TN	2	-9
7632	First UU	Nashville	TN	2	+13
7630	Greater Nashville	Nashville	TN	2	-9
7633	Oak Ridge	Oak Ridge	TN	1	-14
7634	Tullahoma	Tullahoma	TN	1	-20
7710	UU Fellowship	Abilene	TX	1	-18
7718	UUs of the Big Bend	Alpine	TX	1	-17
7711	Amarillo	Amarillo	TX	2	-18
7712	Arlington UU Church	Arlington	TX	3	-7
7713	Austin	Austin	TX	3	+11
7717	Wildflower Church	Austin	TX	3	+31
7715	Spindletop Unitarian Church	Beaumont	TX	3	-11
7836	UU Fellowship of Bell County	Belton	TX	1	-17
7721	All Souls UU Church	Brownsville	TX	1	-20
7725	Horizon UU Church	Carrollton	TX	3	-3

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7714	Live Oak UU Church	Cedar Park	TX	3	+0
7722	UU Church of the Brazos Valley	College Station	TX	1	-20
7723	Corpus Christi	Corpus Christi	TX	2	-12
7724	First Unitarian	Dallas	TX	3	+26
7731	Oak Cliff	Dallas	TX	3	-8
7841	Red River UU Church	Denison	TX	2	-14
7732	Denton	Denton	TX	3	-6
7734	El Paso	El Paso	TX	1	-4
7736	First Jefferson UU	Fort Worth	TX	3	-7
7735	Westside UU	Fort Worth	TX	3	+11
7811	Galveston	Galveston	TX	4	-3
7833	Sacred Journey Fellowship	Garland	TX	3	-4
7719	San Gabriel UU Fellowship	Georgetown	TX	3	+4
7832	Bay Area	Houston	TX	4	-3
7813	Emerson UU	Houston	TX	4	+9
7814	First UU	Houston	TX	4	+8
7815	Unitarian Fellowship of Houston	Houston	TX	4	+7
7802	Thorea Woods UU Church	Huntsville	TX	1	-23
7727	Pathways Church	Hurst	TX	3	+5
7821	Kerrville	Kerrville	TX	1	-12
7822	UU Fellowship of Kerrville	Kerrville	TX	1	-12
7827	UU Fellowship of Longview	Longview	TX	2	-17
7823	Lubbock	Lubbock	TX	1	-16
7825	Timberland UU Fellowship	Lufkin	TX	1	-15
7824	Midland	Midland	TX	4	-7
7828	New Braunfels	New Braunfels	TX	2	-4
7831	The UU Church of Odessa	Odessa	TX	4	-14
7835	Community UU Church	Plano	TX	3	+8
7834	San Antonio	San Antonio	TX	2	-7
7826	UU Fellowship of Hidalgo County	San Juan	TX	1	-18
7838	San Marcos UU Fellowship	San Marcos	TX	3	-8
7817	Tapestry Campus	Spring	TX	4	-7
7814C	Henry David Thoreau UU	Stafford	TX	4	-10
7816	Northwoods	The Woodlands	TX	4	+2
7911	UU Fellowship of Tyler	Tyler	TX	2	-13
7912	UU Church of Victoria	Victoria	TX	2	-20
7913	Waco	Waco	TX	2	-15
7916	South Valley UU	Cottonwood Heights	UT	2	+1
7914	Cache Valley	Logan	UT	1	-6



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7917	Ogden	Ogden	UT	2	-1
7915	First Unitarian	Salt Lake City	UT	3	+13
8025	Mt. Vernon Unitarian Church	Alexandria	VA	5	+59
8038	Arlington	Arlington	VA	6	+115
8032	Blacksburg	Blacksburg	VA	2	-15
8115	Accotink UU Church	Burke	VA	5	+28
8033	UU's in Charlottesville	Charlottesville	VA	3	+0
8035	Fredericksburg	Fredericksburg	VA	5	+5
8036	UU Community Church	Glen Allen	VA	3	+7
8110	Harrisonburg	Harrisonburg	VA	2	-14
8113	UU Church of Loudoun	Leesburg	VA	5	+28
8112	Lynchburg	Lynchburg	VA	2	-17
8116	Bull Run UUs	Manassas	VA	5	+16
8030	UU Church of the Highlands	Meadowview	VA	1	-12
8114	UU Fellowship of the Peninsula	Newport News	VA	3	+0
8122	UU Cong of Fairfax	Oakton	VA	5	+58
8126	Reston	Reston	VA	6	+41
8123	Richmond	Richmond	VA	3	+6
8124	Roanoke	Roanoke	VA	2	-20
8039	UUs of the Blue Ridge	Sperryville	VA	3	-3
8129	UU Church of the Shenandoah Valley	Stephens City	VA	3	-14
8117	Sterling	Sterling	VA	5	+22
8121	Coastal Virginia UU's	Virginia Beach	VA	2	+5
8125	Waynesboro	Waynesboro	VA	2	-14
8118	UU Fellowship of the Rappahannock	White Stone	VA	2	-11
8127	Williamsburg	Williamsburg	VA	2	+2
8028	St. Croix	Christiansted	VI	1	+20
8029	St. John	St. John	VI	1	+55
7926	First Universalist Church & Society	Barnard	VT	3	+2
7921	Barre	Barre	VT	2	+2
7923	Bennington	Bennington	VT	2	+1
7924	Bethel	Bethel	VT	3	+2
7931	Burlington	Burlington	VT	3	+26
7932	First Universalist Parish	Chester	VT	2	-0
7934	First Universalist Parish	Derby Line	VT	2	-3
7936	First Universalist Society	Hartland-Four-Corners	VT	3	+1
7938	Mount Mansfield UU Fellowship	Jericho	VT	3	+13
7937	Champlain Valley UU Society	Middlebury	VT	3	+6
8011	The Unitarian Church of Montpelier	Montpelier	VT	2	+4

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8022	Washington UU Congregation	Montpelier	VT	2	+2
8012	First Universalist Society	Northfield	VT	2	+4
5824	UU Congre of Upper Valley	Norwich	VT	3	+2
8014	Rutland	Rutland	VT	2	+1
8006	The Universalist Society of Strafford	South Strafford	VT	3	+2
8021	Springfield	Springfield	VT	2	-0
8015	St. Johnsbury	St. Johnsbury	VT	2	-6
7925	All Souls Church UU	W Brattleboro	VT	2	+1
8026	Universalist Society of West Burke	West Burke	VT	2	-6
8024	N Universalist Chapel Society	Woodstock	VT	3	+1
8136	Cedars UU Church	Bainbridge Island	WA	5	+23
8131	East Shore Unitarian Church	Bellevue	WA	6	+49
8132	Bellingham	Bellingham	WA	4	+5
8133	Free Church Unitarian	Blaine	WA	4	+8
8134	Kitsap UU Fellowship	Bremerton	WA	5	+18
8135	Saltwater UU Church	Des Moines	WA	6	+17
8313	Cascade UU Fellowship	E. Wenatchee	WA	4	-1
8211	Edmonds	Edmonds	WA	6	+17
8222	UU Cong of Whidbey Island	Freeland	WA	4	-2
8215	San Juan Island UU Fellowship	Friday Harbor	WA	4	+41
8221	Northlake UU Church	Kirkland	WA	6	+39
8212	Evergreen UU Fellowship	Marysville	WA	6	+7
8137	Skagit UU Fellowship	Mount Vernon	WA	4	+3
8223	Olympia	Olympia	WA	4	+15
8214	Community UU Church	Pasco	WA	5	-8
8224	Olympic UU Fellowship	Port Angeles	WA	5	+18
8228	Quimper UU Fellowship	Port Townsend	WA	4	-2
8231	University Unitarian	Seattle	WA	6	+61
8232	Westside	Seattle	WA	6	+57
8226	Shoreline	Shoreline	WA	6	+35
8229	Inland Northwest UU Community	Spokane	WA	3	+2
8233	Spokane	Spokane	WA	3	-3
8234	Tacoma	Tacoma	WA	5	+18
8235	Vancouver	Vancouver	WA	4	+6
8311	Vashon Island Unitarian	Vashon	WA	6	+17
8312	Woodinville	Woodinville	WA	6	+39
8314	Yakima	Yakima	WA	3	-11
8139	Kittitas Valley UU	Ellensburg	WA	4	+25
8325	Fox Valley UU Fellowship	Appleton	WI	2	-14

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8329	Chequamegon	Ashland	WI	1	-18
8331	UU Church West	Brookfield	WI	3	+6
8333	Eau Claire	Eau Claire	WI	2	-13
8330	UU Church of the Lakes	Elkhorn	WI	2	-9
8428	UU Fellowship of Door County	Ephraim	WI	2	-19
8327	Open Circle UU Fellowship	Fond Du Lac	WI	3	-19
8337	Green Bay	Green Bay	WI	2	-16
8326	Lake Country UU Church	Hartland	WI	3	-5
8336	Bradford Community	Kenosha	WI	4	-5
8334	UU Fellowship	La Crosse	WI	2	-5
8410	James Reeb UU	Madison	WI	3	+2
8411	Madison	Madison	WI	3	+19
8412	Prairie UU Society	Madison	WI	3	+0
8328	Lakeshore UU Fellowship	Manitowoc	WI	2	-17
8413	UU Fellowship	Marshfield	WI	2	-16
8436	Unitarian Society of Menomonie	Menomonie	WI	2	-20
8414	Mequon	Mequon	WI	3	+9
8415	Milwaukee	Milwaukee	WI	3	+10
8416	Unitarian Fellowship	Milwaukee	WI	3	+7
8431	The Point Fellowship	Plover	WI	2	-10
8424	Olympia Brown UU Church	Racine	WI	3	-8
8426	Blue Hills UU Fellowship	Rice Lake	WI	2	-20
8423	Prairie Lakes	Ripon	WI	2	-13
8427	River Falls	River Falls	WI	4	-10
5538	Saint Croix Fellowship	Saint Croix Falls	WI	4	-5
8425	Free Cong of Sauk County	Sauk City	WI	2	-11
8422	United Unitarian	Waukesha	WI	3	-9
8433	Wausau	Wausau	WI	2	-18
8417	Northwoods UU Fellowship	Woodruff	WI	2	-18
8315	New River UU Fellowship	Beckley	WV	1	-14
8321	Charleston	Charleston	WV	1	-9
8323	Unitarian Fellowship of Huntington	Huntington	WV	1	-10
8324	UU Fellowship of Morgantown	Morgantown	WV	1	-10
8511	Casper	Casper	WY	3	-14
8512	Cheyenne	Cheyenne	WY	2	-10
8513	Laramie	Laramie	WY	2	-9
8510	Sheridan	Sheridan	WY	3	-17

