

Geo Index Listing for Canadian Congregations

Compiled by the UUA Office of Church Staff Finances

Data Updated October, 2023

Explanation

To help leaders in Canadian congregations make good decisions about compensation for their staff, the UUA Office of Church Staff Finances has provided information about the cost of wages and cost of living for congregational locations in Canada, based on information provided by the Economic Research Institute (ERI) or the 3rd quarter of 2023. This Geo Index Listing replaces the prior update from March, 2022.

For each location, we have provided a **cost of wages** figure (the Geo Index) and the **cost of living**, both relative to Canadian averages. In the compensation world, the generally accepted practice is to base salaries in a given location on the cost of wages in that area. The cost of living is also important, especially to people considering a move to a new location, as it gives prospective employees an idea of how much it will cost to live there. While these numbers tend to be directionally similar (i.e., higher cost of wages usually tracks with higher cost of living), there is a lot more variability in cost of living than in cost of wages.

A Note about UUA Salary Tables

The salary recommendations included in the [UUA Congregational Salary Program](#) are based on US wage norms and are posted in US dollars. Canadian provinces and industries value jobs differently from their US counterparts, and expenditure patterns and costs also vary from US norms. In addition, UUA salary tables do not account for the exchange rate. Thus, while the cost of wages and cost of living information provided here can aid your decision-making, we urge caution in directly applying the current UUA salary guidelines to Canadian locations.

Cross-Border Philosophy

Our intent is to help Canadian congregations compensate for staff positions based on Canadian norms and expectations. Employees relocating from the US should not expect dollar-for-dollar equivalence to US recommendations.

Information

Wage data for congregational locations in Canada has been gathered in Canadian dollars and compared to the Canadian national average.

Geo Indices range from Geo Index 1 to Geo Index 8 (new for the 24-25 congregational year), with Geo Index 3 representing congregations in communities where the average wage paid falls close to the national average. Wage disparities across Canadian locations is not as great as that in the US. There are no Canadian congregations in communities that measured in Geo Indices 1, 6, 7, or 8.

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

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

Geo Index 2: Average wages between 91 and 96.9 percent of national 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 between 121 and 125.9 percent of US average
- Geo Index 8: Average wages equal to 126 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 Canadian national average. 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 Canadian 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.

For More Help

The UUA supports Compensation Consultants who are specifically focused on serving the needs of Canadian congregations. You can reach them at CompConsultCA@uua.org.

| Congregation | Meeting City | Prov. | GEO Index | Cost of Living vs CAN Average |
|--------------------------------------------|--------------------|-------|-----------|-------------------------------|
| Calgary Unitarians | Calgary | AB | 5 | +22 |
| Unitarian Church of Edmonton | Edmonton | AB | 4 | +15 |
| Westwood Unitarian Congregation | Edmonton | AB | 4 | +5 |
| UU Fellowship of Lethbridge | Lethbridge | AB | 3 | +3 |
| Comox Valley Unitarian Fellowship | Comox | BC | 3 | +9 |
| Kelowna Unitarians | Kelowna | BC | 3 | +16 |
| First Unitarian Fellowship of Nanaimo | Nanaimo | BC | 3 | +2 |
| Nelson Unitarian Spiritual Centre | Nelson | BC | 3 | -4 |
| Beacon Unitarian Church | New Westminster | BC | 4 | +24 |
| Unitarian Fellowship of Salt Spring Island | Salt Spring Island | BC | 3 | -7 |
| South Fraser Unitarian | Surrey | BC | 4 | +27 |
| Vancouver Unitarians | Vancouver | BC | 4 | +53 |
| Capital UU Congregation | Victoria | BC | 3 | +25 |

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|-----------------------------------------------|-------------------|----|---|-----|
| First Unitarian Church of Victoria | Victoria | BC | 3 | +17 |
| North Shore Unitarian Church | West Vancouver | BC | 4 | +59 |
| First UU Church of Winnipeg Inc. | Winnipeg | MB | 3 | +5 |
| Unitarian Fellowship of Fredericton | Fredericton | NB | 2 | +1 |
| Universalist Unitarian Church of Halifax | Halifax | NS | 2 | +7 |
| Unitarian Fellowship of Northwest Toronto | Etobicoke | ON | 5 | +28 |
| Unitarian Congregation of Guelph | Guelph | ON | 3 | +9 |
| First Unitarian Church of Hamilton Inc. | Hamilton | ON | 3 | +10 |
| Kingston Unitarian Fellowship | Kingston | ON | 3 | +10 |
| Grand River Unitarian Congregation | Kitchener | ON | 3 | +16 |
| Unitarian Fellowship of London | London | ON | 3 | +7 |
| Unitarian Congregation in Mississauga | Mississauga | ON | 3 | +27 |
| Huronian Unitarian Fellowship | Orillia | ON | 3 | +10 |
| First Unitarian Congregation of Ottawa | Ottawa | ON | 3 | +0 |
| Unitarian Universalist Fellowship of Ottawa | Ottawa | ON | 4 | +7 |
| Unitarian Fellowship of Peterborough | Peterborough | ON | 3 | +6 |
| Unitarian Universalist Church of Olinda | Ruthven | ON | 3 | -0 |
| Stratford* (emerging) | Sarnia | ON | 4 | +3 |
| Unitarian Fellowship of Sarnia-Port Huron | Sarnia | ON | 4 | +3 |
| Unitarian Congregation of Niagara | St. Catharines | ON | 3 | +6 |
| Lakehead Unitarian Fellowship | Thunder Bay | ON | 3 | +3 |
| Don Heights Unitarian Congregation | Toronto | ON | 5 | +37 |
| Neighbourhood UU Congregation | Toronto | ON | 5 | +34 |
| UU Congregation of Durham | Whitby (Brooklin) | ON | 4 | +9 |
| First Unitarian Congregation of Toronto | Toronto | ON | 5 | +28 |
| Lakeshore UU Congregation | Lachine | QC | 3 | +9 |
| Unitarian Church of Montreal | Montreal | QC | 3 | +30 |
| Unitarian Universalist Church of North Hatley | North Hatley | QC | 2 | -3 |
| Unitarian Fellowship of Regina | Regina | SK | 3 | +9 |
| Unitarian Congregation of Saskatoon | Saskatoon | SK | 3 | +9 |