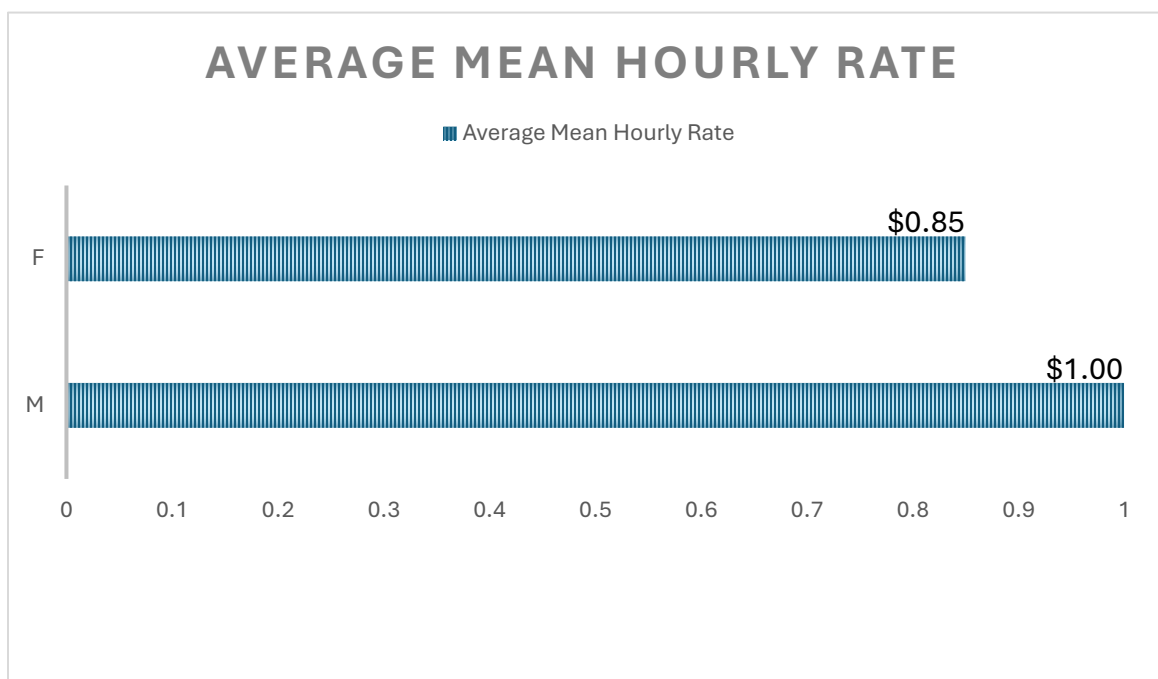




Pay Transparency Report 2026

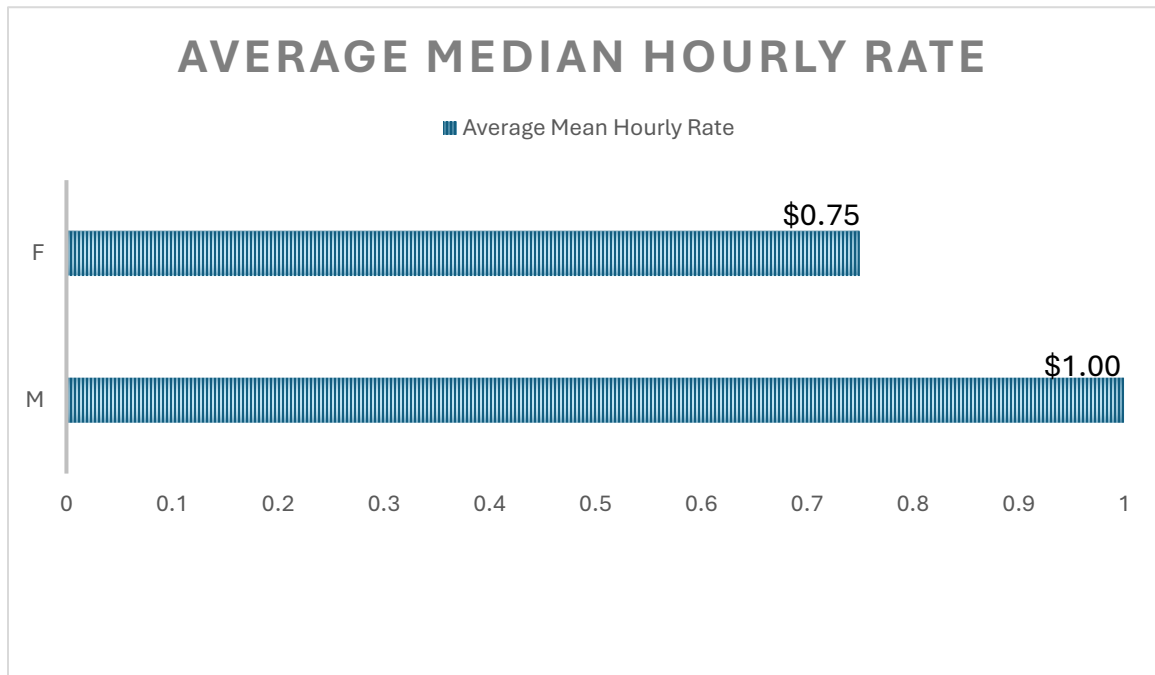
Name of reporting employer	Synod of the Diocese of New Westminster		
Mailing address	1410 Nanton Ave, Vancouver, BC, V6H 2E2		
NAICS code	813110		
Reporting Year	2026		
Date of reporting Period	January 1, 2025	to	December 31, 2025
Employee Range	50 – 299 employees		
Reference Category	Gender category: Man (Regulation 3(g))		

- A. The difference between the mean hourly rate of pay of employees in the reference category and the mean hourly rate of pay of employees in each of the other gender categories.



Insufficient data for X and U gender categories (<10 each category)

- B. The difference between the median hourly rate of pay of employees in the reference category and the median hourly rate of pay of employees in each of the other gender categories, determined in accordance with section 6;**



Insufficient data for X and U gender categories (<10 each category)

- C. The difference between the mean amount of overtime pay of employees in the reference category who received overtime pay during the reporting period and the mean amount of overtime pay of employees in each of the other gender categories who received overtime pay during that reporting period, determined in accordance with section 7.**

Insufficient data regarding overtime hours

- D. The difference between the median amount of overtime pay of employees in the reference category who received overtime pay during the reporting period and the median amount of overtime pay of employees in each of the other gender categories who received overtime pay during that reporting period, determined in accordance with section 8;**

Insufficient data regarding overtime hours

- E. The difference between the mean number of overtime hours of employees in the reference category who worked overtime hours during the reporting period and the mean number of overtime hours of employees in each of the other gender categories who worked overtime hours during that reporting period, determined in accordance with section 9;**

Insufficient data regarding overtime hours

- F. The difference between the median number of overtime hours of employees in the reference category who worked overtime hours during the reporting period and the median number of overtime hours of employees in each of the other gender categories who worked overtime hours during that reporting period, determined in accordance with section 10;**

Insufficient data regarding overtime hours

- G. The difference between the mean amount of bonus pay of employees in the reference category who received bonus pay during the reporting period and the mean amount of bonus pay of employees in each of the other gender categories who received bonus pay during that reporting period, determined in accordance with section 11;**

Insufficient data regarding bonus pay

- H. The difference between the median amount of bonus pay of employees in the reference category who received bonus pay during the reporting period and the median amount of bonus pay of employees in each of the other gender categories who received bonus pay during that reporting period, determined in accordance with section 12;**

Insufficient data regarding bonus pay

I. Percentage of employees in specified segments

Gender	Highest Pay Quartile	Second Quartile	Third Quartile	Lowest Pay Quartile
M	61%	58%	30%	30%
F	39%	42%	70%	70%
X	<i>Insufficient sample</i>			
U	<i>Insufficient sample</i>			

The calculation excludes employees in gender category X and U as there was insufficient data (<10 employees per category).