Pay Transparency Report 2026

In Compliance with the B.C. Pay Transparency Act

Bethesda
Faith. Service. Inclusion.

Bethesda's Approach to Equity and Pay Transparency

At Bethesda, we believe every person is created in the image of God and is deserving of dignity, respect, and belonging.

In all that we do, we strive to live out our mission: "As an expression of our Christian faith, we support and empower people of all abilities and their families, to thrive and to cultivate a deep sense of belonging as we journey through the joys and challenges of life together." This includes fostering a welcoming and inclusive workplace that reflects the diversity of the communities we serve.

We value the unique gifts, backgrounds, and lived experiences that each staff member brings to our team. Guided by our Christian values — including being Christ-centred, upholding the sanctity of life, promoting self-advocacy, trust & integrity, valuing relationships & inclusion, and stewardship — we seek to cultivate an environment rooted in equity, compassion, and mutual respect.

As part of our ongoing commitment to transparency and accountability—and in compliance with the B.C. Pay Transparency Act—Bethesda is publishing our annual Pay Transparency Report. This report presents data on hourly wages, overtime, and bonus pay for employees working in British Columbia. As per legislation, the data are reported across four gender categories: (M) Men, (W) Women, (X) Non-binary, and (U) Unknown or prefer not to say. To protect the privacy of individuals, one or more gender categories may be excluded from published data if the number of individuals in that category is too small to meet disclosure thresholds, as set out in the legislation.

While Bethesda's workforce is predominantly female, support work is a deeply meaningful career for men as well—particularly in all-male homes where strong connections and trust are built every day.

Context and Commitment to Pay Equity

It is important to note that the pay gap methodology used in this report reflects differences in average and median earnings between gender groups without considering factors such as job type, experience, tenure, or responsibilities. As such, while it provides a broad picture of gender-based earnings differences, it does not necessarily reflect pay equity for individuals in similar roles.

Bethesda is deeply committed to pay equity. We follow the compensation frameworks established in the CSSEA Collective Agreements for unionized staff and use structured wage grids for non-union staff. Like many organizations in the social services sector, our workforce is predominantly female, and we continue to navigate a labour market impacted by a shortage of skilled workers.

We believe transparency fosters trust, and we remain committed to fair and equitable employment practices as we serve people with diverse abilities and their families.

Employer Details

Employer:	Bethesda Christian Association
Address:	2775 Emerson St., Abbotsford, BC V2T 4H8
Reporting Year:	2025
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	62 - Health care and social assistance
Number of Employees:	300 - 999

Hourly Pay

Mean hourly pay gap[1]

$1.00 Men

$1.01 Women

In this organization women's average hourly wages are 1% more than men's. For every dollar men earn in average hourly wages, women earn $1.01 in average hourly wages.

Mean hourly pay gap[2]

$1.00 Men

$1.02 Women

In this organization women's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn $1.02 in median hourly wages.

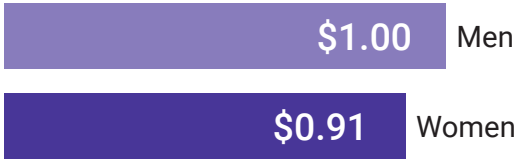
Explanatory Notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.

2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

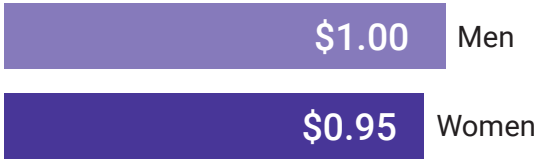
Overtime Pay

Mean overtime pay[3]



In this organization women's average overtime pay is 9% less than men's. For every dollar men earn in average overtime pay, women earn 91 cents in average overtime pay.

Median overtime pay[4]



In this organization women's median overtime pay is 33% more than men's. For every dollar men earn in median overtime pay, women earn 95 cents in median overtime pay.

Mean overtime paid hours[5]

Difference as compared to reference group (Men)

Women **-1**

In this organization the average number of overtime hours worked by women was 1 less than by men.

Median overtime paid hours[6]

Difference as compared to reference group (Men)

Women **0**

In this organization the median number of overtime hours worked by women was no more or no less than by men.

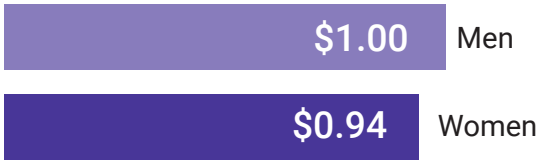
Percentage of employees in each gender category receiving overtime pay

Explanatory Notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Mean overtime paid hours" refers to the middle point of overtime hours worked for each group.

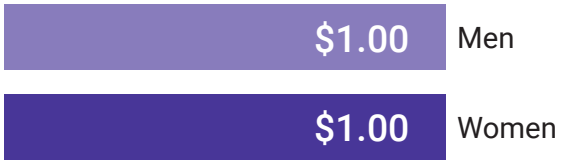
Bonus Pay[7]

Mean bonus pay[8]



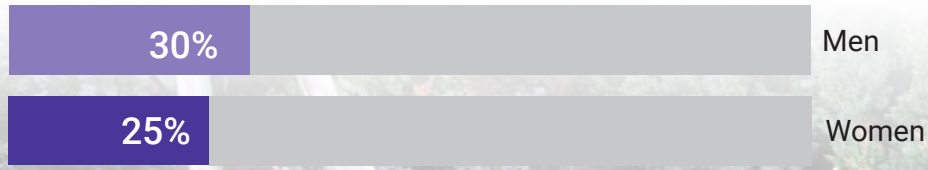
In this organization women's average bonus pay is 94% of men's. For every dollar men earn in bonus pay, women earn 94 cents in average bonus pay.

Median bonus pay[9]



In this organization women's median bonus pay is the same as men's. For every dollar men earn in median bonus pay, women also earn $1.00.

Percentage of employees in each gender category receiving bonus pay



Explanatory Notes

7. "Bonus pay" at Bethesda refers to referral fees, retention bonuses, and milestone recognition incentives paid to any qualifying staff.
8. "Mean bonus pay" refers to bonus pay when averaged for each group.
9. "Median bonus pay" refers to the middle point of bonus pay for each group.

Work in the community living sector is more than a job—it's about walking alongside people as they explore new skills, build friendships, and feel valued.

Percentage of Each Gender in Each Pay Quartile[10]

Upper hourly pay quartile (highest paid)

Men (22%)	Women (78%)

Upper middle hourly pay quartile

Men (18%)	Women (82%)

Lower middle hourly pay quartile

Men (26%)	Women (74%)

Lowest hourly pay quartile (lowest paid)

Men (23%)	Women (77%)

The gender distribution within each pay quartile closely reflects Bethesda's overall workforce composition, which is approximately 78% women and 22% men. These proportions are consistent with our overall gender balance, showing that men and women are represented fairly across all pay levels.

Explanatory Notes

10. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.