

KELOWNA CHRISTIAN CENTER SOCIETY

At Kelowna Christian Center Society, our mission is to ensure that all people can experience abundant life in Christ by reaching, raising up, and releasing people who reflect the kingdom of God through creating communities of belonging and learning. As a faith-based educational community, we believe that how we steward our resources—including how we compensate and care for our dedicated staff—is an essential reflection of our core values.

In alignment with our commitment to Measuring ourselves, M.E.T.E.R. – Missional, Educational, Transformational, Entrepreneurial, Relational, we strive to cultivate an environment where every employee feels valued and respected for their God-given gifts and service.

Why We Are Sharing This Report

In accordance with British Columbia's *Pay Transparency Act*, we are required to prepare and publicly post annual pay transparency reports showing gender-based pay differences within our workforce.

For us, meeting this legal standard is more than just fulfilling a regulatory requirement; it is an opportunity to practice operational openness and reflect our values in action:

- **Stewardship & Integrity:** We are dedicated to fair, clear, and responsible financial practices across all levels of our organization.
- **Valuing Every Voice:** We recognize that every educator, administrator, and staff member plays a crucial role in our mission. Ensuring fairness in compensation honours their contributions and dignity.

- **Continuous Growth:** Transparency invites reflection and continuous improvement as we work toward building a supportive, equitable workplace for all current and future staff.

We invite you to review our annual Pay Transparency Report to learn more about our commitment to fair compensation standards and workplace equity.

KELOWNA CHRISTIAN CENTER SOCIETY

Pay transparency report

Employer details

Employer:	KELOWNA CHRISTIAN CENTER SOCIETY
Address:	905 BADKE ROAD, KELOWNA, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	61 - Educational services
Number of Employees:	50-299



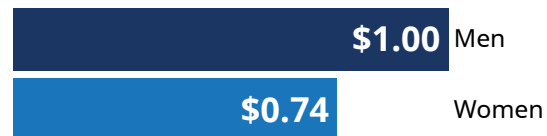
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 12% less than men's. For every dollar men earn in average hourly wages, women earn 88 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 26% less than men's. For every dollar men earn in median hourly wages, women earn 74 cents 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 pay³



In this organization women's average overtime pay is 84% less than men's. For every dollar men earn in average overtime pay, women earn 16 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 2% more than men's. For every dollar men earn in median overtime pay, women earn \$1.02 in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-60
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In this organization the average number of overtime hours worked by women was 60 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-1
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In this organization the median number of overtime hours worked by women was 1 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. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



Bonus pay

Mean bonus pay ⁷

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay ⁸

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 63% of the highest paid jobs and 77% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.