More Than a Roof Mennonite Housing Society
Pay transparency report

More Than a Roof Housing Society is committed to fostering a fair, equitable, and inclusive workplace for all our staff, establishing compensation practices with considerations to living wages and extended employee benefits. Our compensation practices are designed to promote consistency, transparency, and compliance with applicable legislation, and to support equitable opportunities for all employees, while enabling us to continue delivering quality housing and support services to the communities we serve. Compensation decisions are based on objective factors directly related to the role, including the skill and education requirements of the position, candidate experience needed, scope of responsibilities, collective agreement provisions in the healthcare sector, and market benchmarks. As a non-profit organization operating under funded contracts, More Than a Roof remains accountable for the responsible and prudent use of public funds.

Employer details

Employer:	More Than a Roof Mennonite Housing Society
Address:	# 100 - 1515 CHARLES STREET, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	53 - Real estate and rental and leasing
Number of Employees:	50-299

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 9% more than men's. For every dollar men earn in average hourly wages, women earn $1.09 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 8% more than men's. For every dollar men earn in median hourly wages, women earn $1.08 in median hourly wages. *

Overtime pay

Mean overtime pay [3]

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

Median overtime pay [4]

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

Mean overtime paid hours [5]

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

Median overtime paid hours [6]

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

Percentage of employees in each gender category receiving overtime pay

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

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.
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.

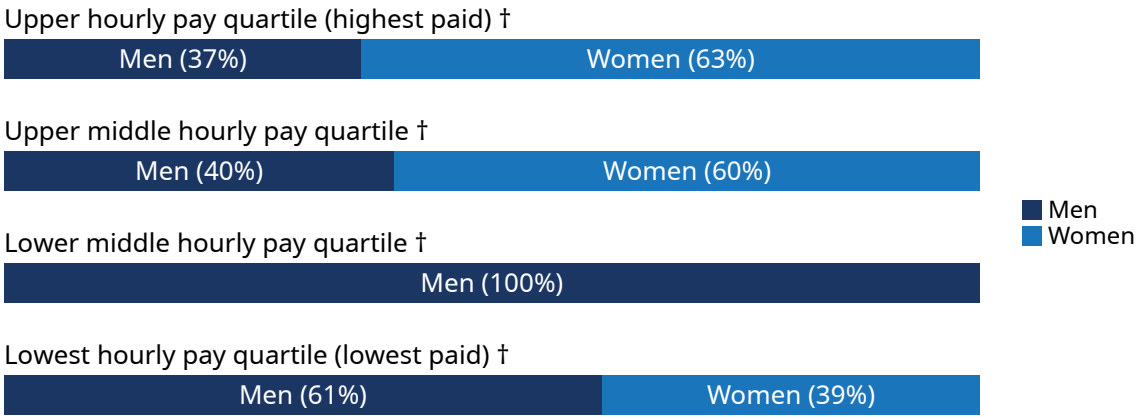
Median bonus pay [8]

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]



In this organization, women occupy 63% of the highest paid jobs and 39% 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.