



DEDICATED TO EXCELLENCE
COMMITTED TO SERVICE

ALL PERSONNEL MEETING NOTES

Aug. 13, 2022

It is great to anticipate an academic year together. Seeing you on Saturday re-ignited my appreciation that the Lord has brought a wonderful team of passionate and committed coworkers to serve in this ministry. Thank you for sharing the vision for where we are headed, contributing to such valuable roles, and serving with enthusiasm and excellence. This is going to be a great year!

Loy A. Shumaker

Reminder

By this Friday (Aug. 19), please go to employeeservices.me and follow the steps to acknowledge reading any applicable handbooks. Then, be sure to verify and update your personal information on [Workday](#).

Announcements

Freshman Hospitality Program

Consider being a part of the Freshman Hospitality Program. This is a meaningful way to enhance a new student's experience by providing a bridge between home and college life. Faculty and staff who choose to be part of the program will become Campus Parents—offering students a home away from home. Those eligible to be Campus Parents will receive an email invitation.

Notable Changes to Benefits

We are pleased to announce the following valuable updates regarding health insurance, family benefits, and PTO:

- No premium changes to Health, Dental, and Vision Insurance for this year!
- Employees can use sick time to care for a sick parent.
- All children, regardless of grade level, who are eligible to receive the Academy tuition discount will receive one free lunch meal a day.
- When working for the ministry, high school student summer workers will receive complimentary lunch meals on workdays.
- First-year employees will now receive PTO hours to use for winter and summer vacation.

Wellness Program

After listening to your suggestions, the [Fit to Serve](#) employee wellness program has been upgraded! A new platform, powered by WellRight app, gives easy online and mobile access to collective and personal fitness challenges and to sign up for on-site Lunch-n-Learns, engage with peers, and much more. The app also allows for easy integration of personal fitness tracker devices like Fitbits and Smart Watches. Watch the [video](#) to see more information and download the app through employeeservices.me.



Complete challenges to earn fun rewards and prizes for healthy habits—up to \$300 over the next year! And as an easy bonus, sign up by Sept. 5, watch the video, and take the assessment to receive \$25 on your PCC Card.

401(k) Retirement

The transfer to Empower Retirement, the largest national retirement service provider, is underway. So far, you may only notice different logos on statements, forms, and the website. The website platform change is scheduled for the weekend of Oct. 29–31.

Additional transition information will be sent from Employee Services and Empower throughout the fall. There will also be an

Empower representative on campus in October to explain more and provide a demonstration of the new website. Participants will have access to additional features and improved tracking of your retirement savings progress.

New Pay Schedule

The switch from monthly to biweekly paychecks is complete. Starting this week, continuing employees will see their first pay deposit on varying days. An annual pay reporting period schedule is published under the [pay and benefits](#) tab on employeeservices.me.

Critical Alerts

Subscribe to [critical alerts](#) by visiting employeeservices.me. Sign up to avoid missing emergency information or announcements.

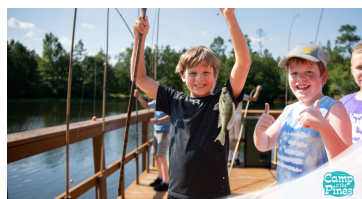
Summer Report

Camps—This summer was packed with excitement as more than 12,000 campers enjoyed ministry properties. Camps continue to be spiritually fruitful as hundreds of young people accepted Christ as their personal Savior. Youth Outreach Ministries hosted six camps, including the highest five-week attendance in the history of **Teen Extreme**. Campers competed in extreme sports and competitions, made new friends, and grew closer to the Lord through dynamic preaching centered on the “Dare to Run” theme.



Music Academy campers worked with music faculty and performed in a delightful gala. **Academic Camps** created an enthusiastic atmosphere with hands-on experience in fields of interest. At **Sports Camps**, basketball, volleyball, and soccer athletes honed skills under guidance of Eagles players and coaches.

At **Discover Day Camp**, kids enjoyed three adventure rooms (learning-based escape rooms) while **Sports Center Day Camp** provided daily care and fun activities for local children. Chapel time at



Camp o' the Pines was a highlight, and campers also enjoyed surprise hour, water slides, zip lines, and other outdoor activities.

Proclaim—This summer, 5 vocal teams visited 232 churches and 8 camps throughout the United States. These college students not only sang meaningful songs with a great vocal blend, but they also served in any way they could. One pastor commented, “We had a great teen activity with Proclaim! I was so impressed with how well they interacted with our teens and were so hospitable and helpful. They helped me with things I didn’t even ask for help with and cleaned up after the activity. We are super thrilled to have them here.”



Summer Seminar—It was another record year in Summer Seminar virtual attendance (over 7,000) with 20% of teachers and school administrators joining from outside the U.S. Many delegates expressed appreciation for the expertise and practical helps shared from a biblical worldview. Many people including speakers, recording team, IT personnel, and others made this event possible. Special thanks to Josh Birx, Randy Teegarden, and the Abeka team for their outstanding effort.

Area Updates:

- Academic Center restrooms have undergone an amazing makeover! The modern finishes have transformed the look of the original restroom design.
- Triple digital screens in the Crowne Centre have been installed to enhance the visual experience for audiences.
- Building of the St. John Apartments wing is progressing as planned and should be complete in early spring.
- An RV campsite will be completed at Camp o' the Pines and available for use in September. Make a reservation under facilities rental on the [COP page](#) on employeeservices.me.



Encouragement:

The vision statement articulates how this ministry seeks to be known:

Our ministry will be distinguished as a growing, multifaceted educational organization committed to academic distinction, guided by the biblical worldview, demonstrated through service excellence, and supported by innovation and resourcefulness, resulting in thoroughly equipped Christians.

PCC and related ministries have much to offer; however, people often experience some level of service before they encounter our academics, worldview, or innovative resourcefulness. What is attractive to those we serve may come in the form of excellent service—like clean bathrooms!

Service excellence is intentional.

This requires taking time to anticipate and understand others' needs in order to develop the best approach to meet those needs.

“Quality is never an accident. It is always the result of intelligent effort. It’s the will to produce a superior thing.” —Ruskin

Service excellence is flexible.

It is not a one-size-fits-all proposition. We are guided by policy that we apply to each situation for the best possible outcome toward those we serve. Our days must be less about completing tasks and more about seeing needs.

Service excellence is personal.

Our goal must be creating a personal connection with individuals in ways that not only meet their needs but exceed expectations. We have heard from parents who said they saw emphasis on customer service; but they don't want to just be a customer . . . they want to partner with us.

Service excellence is worshipful.

Serving with excellence primarily and passionately offers glory to the Lord, resulting in genuine, caring service to others (*Colossians 3:17, 23*). A job well done brings you praise, but a ministry well done brings honor to Christ.

As we begin this new academic year, let's remember that it's not about the numbers—it's about fulfilling the mission and purpose God has given us with a vision for service excellence. It is thrilling to see you together as a ministry team at All Personnel Meetings. As promised, here is a picture of the amazing sight from the platform. I'm thrilled that God has brought you here!



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