



Peoples Christian Academy **Benevolent Fund**

Executive Summary: The faculty and staff of Peoples Christian Academy are paid according to a salary grid that places them comparatively at a level considerably below current market values for their chosen profession. It is safe to say that, as a rule, they serve the purposes and goals of PCA at some level of personal sacrifice. From time to time circumstances arise which place them in a situation of material need. Further, it is acknowledged that from time to time there are families within the PCA Community who encounter crisis situations and need special assistance. The PCA Benevolent Fund is designed to assist the faculty and staff, as well as PCA families, at such times of financial need. Such a fund is in keeping with the broad goals of Peoples Christian Academy (PCA) Inc. as a Christian charity.

Purpose: To assist families within the PCA Community, for a limited period of time, when they find themselves in a situation of financial need through circumstances beyond their control.

Source: The fund will be supported by free-will donations solicited primarily from among the community.

Administration: The fund will be administered by a panel consisting of the Director of Operations and Ministry, a second member of the PCA admin team and one representative from the Board of Directors.

Criteria: Eligibility to receive assistance from the PCA Benevolent Fund will be based on the following criteria:

- 1) The family/individual is a member of the PCA community (staff, faculty, student, alumni).
- 2) Financial information from the family is disclosed to the Benevolent Fund administration panel.
- 3) An individual cash award from the fund shall not exceed \$5000 unless approved by the Board of Directors.
- 4) There will be no expectation of repayment of funds. Any attempt on the part of the recipient to compensate for the assistance received will be regarded as a charitable donation to PCA.