



PRESGiving

Employee Charitable Campaign

TAKE ACTION GUIDE



PRESBYTERIAN
Healthcare Foundation



UNITED WAY
North Central New Mexico

CON- TENTS

1

Elevator
Speech

2

2025 Year
in Review

4

Ways to
Make a Donation

5

Opportunities
for Giving

7

PTO Giving
Guide and FAQ

8

Campaign
Checklist

10

Campaign
Rewards

11

Captain
Rewards

12

Your PRESGiving
Contact

What is PRESGiving?

Elevator Speech

Our employee charitable giving campaign, PRESGiving, is a way for Presbyterian employees to address needs in our communities and improve the lives of those we interact with every day.

Presbyterian was built on a foundation of giving more than 100 years ago. Many of the programs and services that exist today are made possible by employee generosity and is also why the motto of PRESGiving is "It starts with us."

By joining more than 3,000 fellow employees in making a donation to a fund of your choosing through a recurring payroll donation or by donating extra PTO, you are committing to prioritizing progress across New Mexico.

*It Starts
With Us.*

PRESGiving

PRO TIP



Focus on the impact that can be made when we all give!

Because you give, *New Mexicans live healthier lives.*



PATIENT ACCESS

When care *needs a way in*

For many patients, getting the care they need isn't just a medical question. It's a transportation challenge, a food access issue, a financial barrier or simply not having a safe and supportive place to land.

Your giving helps meet patients where they are, whatever stands in the way.

Food Farmacy provided fresh food to patients with barriers to food access.

1,063

PARTICIPANTS
SERVED

Patients who made it to their appointment because the Patient Assistance Fund made sure a ride was there.

272

RIDES
PROVIDED

People who found comfort and community at Presbyterian Robert Wertheim Hospice House last year.

189

PATIENTS
WELCOMED



Students stay on track.

A hospital stay shouldn't mean hitting pause on school. Support for the Pace Academy at Presbyterian Hospital funds a full-time teacher who works directly with students during treatment, helping them stay engaged and keep moving forward academically.

188

PEDIATRIC CANCER
and other patients supported
in 2025

13

SCHOOLS PARTNERED WITH
to keep students
connected



WORKFORCE & LEARNING

The people who *make it happen*

Strong outcomes depend on strong teams.

Your support helps nurses, clinical staff and care teams pursue continuing education, build new skills and grow their careers at Presbyterian. That investment keeps talented people in New Mexico and improves outcomes for the patients they serve.

Over 90 Clinical
Education
Scholarships
awarded

Helping team
members advance their
healthcare training.

\$300,000 directed
toward workforce
education

Building a stronger
system, one clinician at
a time.

ADVANCING CARE

Moving healthcare *forward*

From neurological breakthroughs to expanded dermatology services, your gifts are helping Presbyterian bring more specialized treatment to New Mexico, closer to the people who need it.



GUARDIAN ANGEL PROGRAM

When patients *say thank you*

Gratitude for patients or families experiencing exceptional care is a part of the healing journey. The Guardian Angel program offers a way to do that.

In 2025, 253 gifts were made in honor of physicians, advanced practice clinicians, nurses and other staff across Presbyterian, recognizing 87 team members and resulting in 324 Guardian Angel awards.



Presbyterian Healthcare Foundation is proud to be a self-sustaining 501(c)(3) nonprofit organization. This means that **100 percent** of your contribution is used to improve the health and lives of New Mexicans. Your donations help to make excellence a reality each and every day.

2 WAYS TO MAKE A DONATION



1

PRESGiving.com

Visit PRESGiving.com
and fill out the form.

*These gifts are effective
the first pay period of January 2027.*

2

Workday

Login to Workday >
Search "Charitable Giving"
on home page

*Updates made in Workday will be
effective immediately.*

GIVING OPTIONS EXPLAINED

Donors can choose to give through a payroll deduction, by donating PTO or give to both.

Donations through Presbyterian Healthcare Foundation (PHF)

Payroll Deduction

If you choose to support Presbyterian's work of improving the health and lives of New Mexico families by donating through PHF, you may do so directly, and 100% of your gift will benefit the area of work you are most passionate about.

PTO

When a donor chooses PTO hours as the donation method, the number of hours pledged (in 2026) will be deducted in one lump sum from the donor's PTO balance in September 2027.

When you donate your PTO, you have the opportunity to direct your support to one or a combination of Presbyterian Priority Funds. You can choose up to four funds to support with your PTO donation. Your hours will be distributed equally across the funds you've selected.

Donations through United Way North Central New Mexico (UWNCNM)

Payroll Deduction

You can choose to support United Way directly and help fulfill their mission of bringing people and resources together to improve lives and strengthen our communities. If you donate to an outside not-for-profit organization through United Way, 10% of your total donation (up to \$1,000) will be invested in the UWNCNM's Community Fund. This fund focuses on improving and empowering New Mexico's residents through education, health, basic needs and financial stability. All gifts less than \$24 will be invested in this fund.



PRO TIP

Emphasize past campaign success. Last year our PRESGiving employee donors contributed \$1.6 million!

PTO Calculation Guide

The calculations below are intended to provide employees with an illustration of available PTO for donation in 2027.

ANNUAL PTO ACCRUAL RATES

for Full-time Employees

PTO Eligibility Years

	< 1 year	years 1 < 5	years 5 < 10	10+ years
staff/manager	240 hours/year 8.62 hours/pay period*	240 hours/year 9.23 hours/pay period	280 hours/year 10.77 hours/pay period	320 hours/year 12.31 hours/pay period
director	280 hours/year 10.15 hours/pay period*	280 hours/year 10.77 hours/pay period	320 hours/year 12.31 hours/pay period	320 hours/year 12.31 hours/pay period

* Presbyterian puts 16 hours of PTO into the PTO Banks of newly eligible full-time employees during their first week of employment. The number of PTO hours earned for the remaining pay periods of the first year is adjusted to result in the stated first year Annual Accrual Rate. This applies to employees whose start date is September 8, 2018, or later.

NET PTO ACCRUAL AT THE TIME

of the PTO Draw in 2027

CALCULATION

of PTO Hours Earned 12/20/2026 – 8/28/2027 Draw – Holiday Hours = Net PTO Accrual at PTO Draw in 2027

	< 1 year	years 1 < 5	years 5 < 10	10+ years
staff/manager	155.16 PTO–40 Holiday= 115.16 Net Hours	166.14 PTO–40 Holiday= 110.14 Net Hours	193.86 PTO–40 Holiday = 137.86 Net Hours	221.58 PTO–40 Holiday = 165.86 Net Hours
director	166.14 PTO–40 Holiday= 110.14 Net Hours	193.86 PTO–40 Holiday= 137.86 Net Hours	221.58 PTO–40 Holiday = 165.86 Net Hours	221.58 PTO–40 Holiday = 165.86 Net Hours

**There will be 18 pay periods with 40 hours of holiday time for non-clinical and 48 hours for clinical employees from December 20, 2026 - August 28, 2027. The above calculation assumes that the employee takes PTO for those holidays. Net PTO Accrual is in addition to PTO Hours currently in your PTO Bank.

To calculate your net PTO value, multiply your hourly pay rate by the number of hours you are planning to donate, then multiply that value by 0.6445 (the net taxable rate).

For example, if your rate of pay is \$10 and you make a pledge of 40 hours, your net donation would be \$10 x 40 hours x 0.6445 (tax rate) = \$257.80.

PTO PRESGiving FAQs

As Presbyterian employees, we have the wonderful opportunity to use our Paid Time Off (PTO) to make a charitable donation.

The details of this process can be a bit confusing, so we want to provide this Q&A to help answer some common questions.

How Are PTO Hours Pledged?

PTO donations are pledged in hours. For example, you can pledge 1 to 200 hours. These hours are then “sold” and converted to dollars that are used to support a designated Presbyterian program through Presbyterian Healthcare Foundation. To facilitate your PTO donation, visit the Online Pledge Form at PRESGiving.com.

What Programs Can I Support Through PTO Donations?

You can support any of Presbyterian Healthcare Foundation's priority funds with your PTO donation. It will be deducted in one lump sum and routed directly to Presbyterian Healthcare Foundation for processing in September 2027.

What is the Value of My PTO?

PTO is valued based on your rate of pay multiplied by the number of hours you choose to donate. In order to ensure that you are not liable for taxes at the end of the year, Presbyterian payroll then deducts taxes on your behalf at the current taxable rate of 35.55%. The net amount is then applied to your PTO pledge.

For example, if your rate of pay is \$10 and you pledge 40 hours, your net donation would be $\$10 \times 40 \text{ hours} \times 0.6445 \text{ (tax rate)} = \257.80 .

What is the Deadline For PTO Donations For PRESGiving?

Due to IRS regulations, PTO pledges must be made by December 31, 2026. These pledges will be deducted in September of 2027.

Can I Change the Number of Hours After My Pledge is Made?

You can always reduce the number of pledged hours or cancel your PTO pledge if you find that you no longer have sufficient PTO hours in your bank or simply no longer wish to donate. After December 31, 2026, however, IRS regulations prevent increasing the number of PTO hours that you can donate in the current year. Careful planning is required to make sure that you don't hit the maximum cap of 360 hours in your PTO Bank and cease accruing PTO until hours are utilized.

Can I Donate PTO Hours Directly to Employees in Need?

Employees are not able to donate PTO directly to a specific fellow employee. However, there are a few other ways that you can support employees in need. You can support the Employee CareFund with a payroll or PTO donation through PRESGiving. These donations are tax deductible to the donor. You can also donate PTO to the Employee Leave Bank administered by Presbyterian Human Resources. Due to the nature of these PTO donations, they are not tax deductible to the donor. For more information, visit the Employee Leave Bank page on PresNet or contact AskHR at (505) 923-8750.

LET'S GET STARTED!

- Become familiar with the campaign by visiting **PRESGiving.com**.
- Update your **email signature** to include the PRESGiving image accessible from the **virtual toolkit**.
- Schedule a **10-minute PRESGiving presentation** during one of your existing team meetings or arrange a special time for it.
- **Share your story!** Tell others why you are involved in PRESGiving and why it's important to you.
- Each week, email or text our **shareable graphics** to your team with a personal message encouraging participation.
- Distribute, email or hang **campaign flyers**.
- **Join the conversation!** Chat with other Captains, share your successes and discuss challenges in our Captains' Teams group.



PRESGiving

Employee Charitable Campaign

SEP 21 – OCT 30

GIVING HAS ITS REWARDS!

Choose between a Barista Bucks Punch Card or the option to pay it forward to a frontline worker. Each Barista Buck is good for one free drink at a Presbyterian cafeteria.

10 Barista Bucks

\$5 – \$9.99/paycheck **OR** 16 – 31 PTO hours

20 Barista Bucks

\$10 – \$24.99/paycheck **OR** 32 – 63 PTO hours

25 Barista Bucks

\$25+/paycheck **OR** 64+ PTO hours

*Must pledge gift by December 31, 2026.

*Donation via payroll deduction or PTO is the only way to receive a Barista Bucks Punch Card.

*Barista Bucks will be gifted on either PRD or PTO level of giving (whichever is higher). Amounts cannot be combined for additional benefits.



LEARN MORE
[PRESGiving.com](https://www.presgiving.com)

EARN EXCLUSIVE CAPTAIN REWARDS

This year, when you reach a total of **20 POINTS**, you'll receive an exclusive, captain-only prize. It's the ultimate way to give back, do what you love – and get rewarded while doing it!



2

POINTS

Make your own payroll deduction or PTO gift

2

POINTS

Return as a captain for two or more consecutive years

3

POINTS
PER PRESENTATION

Schedule a PRESGiving representative for a department presentation

4

POINTS
PER ACTIVITY

Participate in an in-person campaign activity (*i.e. help with mailings, tabling and rounding at Presbyterian facilities, etc.*)

5

POINTS
PER DONOR

Obtain a NEW or INCREASED payroll deduction or PTO donor

Captain Rewards may include items of value including discounts on goods or services, gift cards and products. By accepting this package, you agree to pay any taxes associated with the value of these items. This amount will be communicated at the time of opt-in.

YOUR **PRESGiving** CONTACT

SARAH BRUGGE



sbrugge@phs.org



PRESBYTERIAN

Healthcare Foundation

P.O. Box 26666
Albuquerque, NM 87125-6666
Phone (505) 724-6580

 PRESGiving.com

 /PresHealthFoundation

 /PresHealthFoundation

 /presbyterian_foundation