

A Covenant Between the Synod of Living Waters, PC(USA) and Presbyterian Home for Children

Introduction and Purpose

This covenant defines the nature and scope of the relationship between Presbyterian Home for Children and the Synod of Living Waters, and provides a basis for understanding, cooperation, and mutual support in order that the life of the Church and the Presbyterian Home for Children might be enriched and made more dynamic.

History of Presbyterian Home for Children

Presbyterian Home for Children, a non-profit corporation was incorporated by an Act of the Legislature of Alabama adopted on December 12, 1864 under the name and style of "The Orphans' Home of the Synod of Alabama." The name of the corporation was changed to "Presbyterian Home for Children" by declaration of the Board of Trustees on January 6, 1930, based upon action taken by the Synod of Alabama at Montgomery, Alabama on August 10, 1929. The corporation adopted and issued its Restated Articles of Incorporation and a Change of Name to "Presbyterian Children and Family Ministries of Alabama", which was filed in the office of the Judge of Probate of Talladega County, Alabama on October 27, 1988. By a vote of the Board of Trustees on June 24, 1991, Article One of the Restated Articles of Incorporation was amended, and the name of the corporation was changed to "Presbyterian Home for Children".

The Bylaws of the Presbyterian Home for Children were restated and approved on October 10, 2002, amended and approved July 1, 2018, amended and approved May 22, 2020, and amended October 6, 2020 and approved by the Board of Trustees. The Board shall consist of twenty five (25) trustees. At least three-fourths (3/4) of the trustees must be either active minister members of a Presbytery or active members of a church under the jurisdiction of a Presbyterian Church (U.S.A.) Synod. Trustees need not be Alabama residents. Each of the three Alabama Presbyteries, to wit: Presbytery of Sheppards and Lapsley, North Alabama Presbytery, and Presbytery of South Alabama shall elect five (5) trustees. Current trustees shall elect a total of ten (10) "at large" trustees, qualified as determined by the Board of Trustees.

The Mission Statement as adopted by the Board of Trustees on February 1, 2016 states: The Presbyterian Home for Children, recognizing the changing needs of children with their caregivers and young adults who are transitioning to adulthood, provides a faith

based safe haven through programs that nurture, educate, and equip them to become the fully functioning persons whom God created them to be.

Presbyterian Home for Children's Commitment to the Covenant

As a ministry in the Presbyterian and Reformed traditions, consistent with its mission statement, and in agreement with Christ's call for his Church "to care for the needs of the sick, poor, and lonely; to free people from sin, suffering, and oppression; and to establish Christ's just, loving, and peaceable rule in the world" (*Book of Order* F-1.03), Presbyterian Home for Children commits to the following:

1. to fulfill its calling as a ministry of the Presbyterian Church (U.S.A.) to provide caring and therapeutic communities for children and families in need, and to assist children and families toward a healthier life together, and in the event of family separation, to provide both families and children with help toward the best possible alternatives;
2. to be a primary resource for the well-being of children; and for family nurture and enrichment throughout Alabama, Tennessee, Mississippi, and Kentucky;
3. to help the presbyteries and congregations of the Synod understand the needs of children and families in our region and respond to those needs in the name of Christ, without regard to race, ethnicity, age, sex, disability, geography, or theological conviction;
4. to maintain the highest standards of quality for all programs and services as recognized by national accrediting bodies as appropriate;
5. to continue to recognize the changing needs of children and families, respond to the call of Christ to be agents of recognition, and provide a ministry of comprehensive programs and services to children and families in order that they might become the fully functional persons whom God intended;
6. to seek collaborations and partnerships with Presbyterian and other community organizations that will strengthen the Home's programs as well as its financial future as a privately-supported ministry of the Presbyterian Church;
7. to be responsible stewards of the resources entrusted to the Home for its ministry by achieving a balanced budget and financial equilibrium; and to implement necessary capital improvements on the campus, as funding permits, to ensure

that the Home can provide efficient, safe and comfortable services to children and families;

8. to consult with the Synod and its constituent Presbyteries with respect to the selection of persons to serve as Trustees of the Home;
9. to report regularly through the President/CEO to the presbyteries and congregations of the Synod and to the Synod with whom the Home is in a covenant relationship; and
10. to fulfill the Home's mission as set forth in its Mission Statement (see above) in fidelity to the mission of the Synod and of the Presbyterian Church (U.S.A.).

The Synod of Living Waters Commitment to the Covenant

The Synod of Living Waters is a regional mid-council of the Presbyterian Church (U.S.A.) as defined in G-3.04 of the *Book of Order*, with jurisdiction over the presbyteries in the states of Kentucky, Tennessee, Alabama, and Mississippi.

The Synod of Living Waters' mission, as defined in its Manual of Administrative Operations, is to form, foster, and further relationships "in ways that empower our congregations and presbyteries, inspire our leaders, and nurture the next generation of the church." To this end, the Synod maintains covenant relationships with a variety of institutions and ministries in its bounds or with which it has historic ties or mutual mission interests. In keeping with the Presbyterian Church (U.S.A.'s) deep conviction that "in Christ by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction" (*Book of Order* F-1.0403), the Synod is committed to promoting diversity and inclusion in all of its ministries and partnerships, building on the rich diversity that exists within its bounds.

The Synod of Living Waters therefore commits itself to:

- Undergird Presbyterian Home for Children spiritually by praying for its leadership, staff, and residents;
- Promote understanding of Presbyterian Home for Children through visibility on the synod's website, and a presence in its synod-wide communications – including opportunities to publicize current programs/offerings/needs;

- Support Presbyterian Home for Children in its efforts to promote Equity, Diversity, and Inclusion through participation in a grant program as funds are available;
- Remain open to possibilities for partnering with Presbyterian Home for Children in addressing matters of mutual interest or concern.
- Provide for the reception of an Annual Report (in person at the Synod's annual meeting, when possible) from Presbyterian Home for Children, with such details as may prove useful for purposes of promotion and funding support;
- Publish an Annual Report of Presbyterian Home for Children in the Minutes of Synod, and provide Presbyterian Home for Children with a copy of its Minutes.

Publication of the Covenant

The Covenant between the Synod of Living Waters (PCUSA) and Presbyterian Home for Children shall be summarized by the Home and Synod in appropriate publications and media and made available to constituents of the Home and the Synod as deemed appropriate.

Review and Renewal of the Covenant

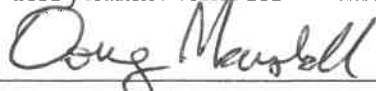
The Covenant between Presbyterian Home for Children and the Synod of Living Waters shall be reviewed by representatives of each body when deemed necessary by either the Home or the Synod.

Formal Approval and Amendment of the Covenant

The Covenant between Presbyterian Home for Children and the Synod of Living Waters shall be effective when it is approved by the Board of Directors of Presbyterian Home for Children and by the Synod of Living Waters. It shall continue in effect until rescinded by either party. It may be amended by mutual agreement or by both parties.

The Synod of Living Waters and Presbyterian Home for Children do so covenant and agree:

Representing
Presbyterian Home for Children

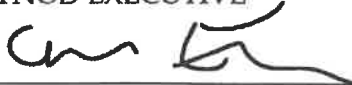

CHIEF EXECUTIVE OFFICER


CHAIR, BOARD OF DIRECTORS

DATE February 6, 2024

Representing
Synod of Living Waters


SYNOD EXECUTIVE


STATED CLERK OF THE SYNOD

DATE January 22, 2024