

# **COVENANT AGREEMENT**

**WITHIN THE PRESBYTERIAN CHURCH (U.S.A.)**

**AMONG**

**PRESBYTERIAN DISASTER ASSISTANCE, operating for corporate purposes via  
Presbyterian Church (U.S.A.), A Corporation**

**AND**

**FLORIDA PRESBYTERIAN DISASTER ASSISTANCE NETWORK, INC.**

**AND**

**THE SIX PRESBYTERIES IN FLORIDA**

## INTRODUCTION

This document describes a covenant, not a contract. This Covenant Agreement (“Covenant”) recognizes the connectional and relational nature of the church and the importance of serving the denomination, presbyteries, and their constituent churches to strengthen the entire body of Christ. A covenant is rooted in relationships and trust with specific responsibilities for each covenant partner. It is agreed each covenant partner will assume sole responsibility for its own actions and inactions. It is also agreed the creation and signing of this covenant does not hold the partners legally liable for the actions of the other. Presbyterian Disaster Assistance, **operating for corporate purposes via Presbyterian Church (U.S.A.), A Corporation** (hereinafter referred to as “PDA”), Florida Presbyterian Disaster Assistance Network, Inc. (“FLAPDAN”), and the presbyteries of the Presbyterian Church (U.S.A.) in Florida (Florida, St. Augustine, Tampa Bay, Central Florida, Peace River, Tropical Florida, hereinafter “the six presbyteries”), are distinct entities. They are independent, neither are they being controlled by the other. They are not in a legal partnership, joint venture, or similar legal relationship. PDA, FLAPDAN and the six presbyteries may be referred to in this Covenant as a “Party” and collectively as “Parties.”

### 1. PARTNERS

The partners of this agreement are PDA, FLAPDAN, and the six presbyteries.

**PDA** is the emergency disaster response and refugee program of the Presbyterian Church (U.S.A), A Corporation. It enables congregations and mission partners of the Presbyterian Church (U.S.A.) to witness to the healing love of Christ through caring for communities adversely affected by crisis and catastrophic event. PDA:

- focuses on the long-term recovery of disaster impacted communities. Provides training and disaster preparedness for presbyteries and synods
- works collaboratively with church partners and members of the ACT Alliance (Action by Churches Together) internationally, and nationally with other faith-based responders
- connects partners locally and internationally with key organizations active in the response — United Nations, NVOAD (National Voluntary Organizations Active in Disaster), World Food Program, Red Cross, FEMA and others.

**FLAPDAN** connects the ongoing need for the six presbyteries and their congregations to be better organized and prepared to respond to traumatic events within their bounds during times of disaster. FLAPDAN:

- provides a communication link between the six presbyteries, Synod of South Atlantic, and PDA
- communicates and coordinates with other disaster organizations, including community and faith-based organizations; local, state and federal government; and the private sector
- addresses common issues of preparedness, response and long-term recovery following a disaster event
- advocates for specific needs in affected presbyteries
- identifies and develops resources

- develops and recommends protocols to be used by presbyteries in times of disaster
- supports training for disaster preparedness and response for presbyteries and their member congregations.

The **six presbyteries** work together, along with their congregations, to prepare for and respond to disasters in the state of Florida. The six presbyteries:

- Develop and promote generosity, stewardship and service for the ministries of PDA and FLAPDAN
- Participate in the mission of the church in disaster preparedness and response
- Communicate regularly with partners about the needs, opportunities and challenges of disaster ministries.

## 2. PURPOSE

This Covenant provides a framework within which the partners will cooperate, communicate, coordinate, and collaborate in carrying out their respective ministries in disaster mitigation, preparedness, response and long-term recovery operations due to disasters in the State of Florida.

## 3. COMMITMENTS

### PDA AGREES TO:

- Recognize FLAPDAN and the six presbyteries as co-equal covenant partners in effecting PDA's mission in Florida
- Make an annual \$41,750 contribution to FLAPDAN. PDA will consider additional grant request(s) above PDA's annual contribution of \$41,750. Such grant request(s) will be used to build the capacity of FLAPDAN in preparing for and responding to disasters within Florida. The maximum additional grant(s) is \$40,000 per year. It is expressly understood and agreed that PDA shall have no obligation to provide such additional grant funding, and its decision to do so shall be entirely voluntary and non-binding.
- Provide church-wide visibility for FLAPDAN through PDA's website, "Mosaic" magazine, and emergency appeals
- Promote the FLAPDAN model for consideration to other mid councils in high disaster impact areas
- Make available PDA's Associate for Disaster Response, U.S. (or designee) to serve as ex-officio voting member of the FLAPDAN board of directors
- Make available PDA's Associate for Disaster Response, U.S. (or designee) to serve as ex-officio member of a committee or group charged with recruitment, recommendation, and evaluation of FLAPDAN executive director
- Include FLAPDAN executive director in all organizational, operational, and communication decisions pertaining to FLAPDAN's partnership with PDA as detailed in the executive director's position description

### FLAPDAN AGREES TO:

- Recognize PDA and the six presbyteries as co-equal covenant partners in effecting FLAPDAN's mission
- Develop robust relationships, policies and practices that inspire presbyteries to make annual membership contributions to its general operating budget
- Keep presbyteries informed and engaged in the long-term disaster recovery taking place within their bounds
- Provide state-wide visibility for PDA within its Presbyterian and external partnerships through dual-branding marketing communications and disaster-related attire, internal and external written and oral reports, and serving as state disaster liaison and incident coordinator for FLAPDAN and PDA in disasters
- Encourage congregations, presbyteries and individuals to support the One Great Hour of Sharing and promote special PDA appeals
- Provide full financial accountability per Book of Order G-3.0113. A financial review shall be conducted annually by two members of the board of directors, or two members of churches in the member presbyteries, approved by the board of directors. Reviewers should not have any conflict of interest with the treasurer(s). The review shall, on a sample basis, determine that policies and procedures with respect to FLAPDAN's finances were being adhered to in the period subject to review. At a minimum, the review shall determine whether proper segregation of duties is in place and operating effectively; that bank accounts are being reconciled monthly; that FLAPDAN is in compliance with Federal payroll reporting requirements; and that annual reporting to Internal Revenue Service and Florida Division of Corporations is current. This financial review does not require the engagement of professionals for the purpose of conducting a Review as described by the American Institute of Certified Public Accountants.
- Include PDA's Associate for Disaster Response, U.S. (or designee) to serve as an ex-officio voting member of the FLAPDAN board of directors
- Include PDA's Associate for Disaster Response, U.S. (or designee) to serve as an ex-officio member of a committee or group charged with recruitment, recommendation, and evaluation of FLAPDAN executive director
- Include PDA's Associate for Disaster Response, U.S. (or designee) in all organizational, operational, and communication decisions pertaining to FLAPDAN's partnership with PDA as detailed in FLAPDAN's executive director position description
- Be available to consult with other mid councils in high disaster impact areas in their deliberations of developing a disaster network.

THE SIX PRESBYTERIES AGREE TO:

- Recognize FLAPDAN and PDA as co-equal covenant partners in effecting their respective, disaster-related missions
- Encourage congregations and individuals to make special contributions to FLAPDAN
- Include FLAPDAN membership in their annual budgets
- Encourage congregations, presbyteries and individuals to support the One Great Hour of Sharing and promote special PDA appeals
- Recommend people for the FLAPDAN board who are passionate about and committed to disaster preparedness, response, recovery, and mitigation

- Create with FLAPDAN two-way quarterly reporting protocols between the presbytery and FLAPDAN
- Provide presbytery-wide visibility for PDA within congregations through effective communication such as testimonials from volunteers, short videos, pastors' commendations from the pulpit, PDA board members' experiential reports and invitations to volunteer, etc.
- Include FLAPDAN board members and/or representatives on the agenda of regular meetings of the presbyteries
- The Executive Presbyter or equivalent will attend FLAPDAN's Annual Meeting and participate in special meetings as may be requested throughout the year

#### **4. ACCOUNTABILITY AND DOCUMENTATION**

FLAPDAN will make annual financial and programmatic as well as periodic reports to the other partners as requested, using Presbyterian Disaster Assistance's format. There will be systematic acknowledgement of gratitude for gifts received. All Parties in this will be intentional in fulfilling the intent of this Covenant.

#### **5. MODIFICATION**

This Covenant may be modified upon the mutual written consent of all the Parties.

#### **6. EFFECTIVE DATE**

The terms of this Covenant will be effective from January 1, 2023 to December 31, 2024.

#### **7. REVIEW AND RENEWAL**

This Covenant will be effective beginning January 1, 2021 (renewals are based on the two-year budget cycle of the Presbyterian Mission Agency) through the calendar year 2022. The Parties shall meet at least annually for consultation and to review the progress and success of the Covenant and determine how the Covenant should continue. As part of the review process, consideration shall be given to the frequency and severity of disasters in Florida, to the continued interest of volunteer work teams, and to the progress being made to mitigate future losses.

**APPROVED BY:**

**Central Florida Presbytery**

Printed Name / Position: Christina Greenawalt, Stated Clerk

Signature: DocuSigned by:  
Christina Greenawalt  
B71180358C3F491...

Date: 1/9/2024 / \_\_\_\_\_

**Peace River Presbytery**

Printed Name / Position: Randy Moody, Stated Clerk

Signature: DocuSigned by:  
Randy Moody  
19CC5CB702904F9...

Date: 1/10/2024 / \_\_\_\_\_

**Presbytery of Florida**

Printed Name / Position: Jeannie Dixon, Stated Clerk

Signature: DocuSigned by:  
Jeannie Dixon  
276153AA3C38413...

Date: 12/18/2023 / \_\_\_\_\_

**Presbytery of St. Augustine**

Printed Name / Position: Charlie Evans, Stated Clerk

Signature: DocuSigned by:  
Charlie Evans  
6AB5BFA57DCB422...

Date: 12/18/2023 / \_\_\_\_\_

**Presbytery of Tampa Bay**

Printed Name / Position: W. A. Wildhack III, Stated Clerk

Signature: DocuSigned by:  
W. A. Wildhack III  
C741B741803D4D5...

Date: 12/20/2023 / \_\_\_\_\_

**Presbytery of Tropical Florida**

Printed Name / Position: Daris Bultena, General Presbyter/Stated Clerk

Signature: DocuSigned by:  
Daris Bultena  
C191D956BDA24ED...

Date: 12/18/2023 / \_\_\_\_\_

**Florida Presbyterian Disaster Assistance Network**

Printed Name / Position: Barbara Hassall, Interim Chair

Signature: DocuSigned by:  
Barbara Hassall  
0478096DC477465...

Date: 12/18/2023 / \_\_\_\_\_

**Presbyterian Church (U.S.A.), A Corporation ~~Presbyterian Disaster Assistance~~**

Printed Name / Position: Edwin González-Castillo, Director

Signature: DocuSigned by:  
Edwin Gonzalez-Castillo  
34DE55810D3A452...

Date: 12/20/2023 / \_\_\_\_\_