

COVENANT AGREEMENT

BETWEEN

FIRST PRESBYTERIAN CHURCH OF PORTLAND

AND

MENUCHA RETREAT AND CONFERENCE CENTER

For 70 years, the Menucha Retreat and Conference Center (Menucha) has had a ministry of hospitality, learning, reflection, and renewal as part of the mission and ministry of First Presbyterian Church of Portland (FPC). While Menucha will develop its own ministry separate from FPC as it becomes its own nonprofit corporation, both entities desire to continue a missional relationship by committing themselves to the following covenant:

Promises and Responsibilities of Menucha Retreat and Conference Center to First Presbyterian Church

- The Menucha Board of Directors covenants to continue to provide resources for all events FPC holds at Menucha, including, but not limited to, the Labor Day Retreat, the Women's Retreat, the Men's Retreat, the Palm Sunday Brunch, Senior Adult Luncheons, and the Easter Sunrise Worship.
 - Menucha will hold Labor Day Weekend (Friday afternoon through lunch on Sunday) for the exclusive use by FPC, provided the church pays for a minimum of 65 attendees.
- The Menucha Board of Directors and the Menucha staff will maintain the real property, fixtures, equipment, and tangible assets of Menucha in good working order and repair, and will make improvements as finances allow and as need requires.
- If at any time Menucha is formally dissolved, declares bankruptcy, or has a receiver appointed, its real and personal assets remaining after provision for payment of valid debts and liabilities shall return to FPC or its successor.
- Menucha will operate according to its Bylaws in the nomination and election of Board members.
- Menucha will cooperate and collaborate with FPC, the Presbytery of the Cascades, and other PC(USA) entities in the provision of training, educational, and religious programs for their staff and members.

- Menucha will maintain the ecumenical and interfaith nature of its mission to enrich lives through hospitality, learning, reflection, and renewal.
- Menucha will coordinate stewardship mailings and fundraising events with FPC to avoid overlapping requests.

**Promises and Responsibilities of First Presbyterian Church to
Menucha Retreat and Conference Center**

- As Menucha and the church separate, Rev. Dr. Spencer Parks will continue as the Executive Director of Menucha Retreat and Conference Center and as a paid, part-time pastor at FPC.
- FPC agrees that Menucha fees of all kinds charged to FPC will gradually increase over five years to equal the fees that all other parties are charged.
- In order to keep FPC members engaged and informed, FPC will supply Menucha with updated full contact information for all members every six months, except for those members who opt out of communication from Menucha.
- FPC will continue to celebrate Camp and Conference Sunday on an annual basis on a date agreed upon by FPC and Menucha, including holding a special offering as part of Camp and Conference Sunday.
- FPC will allow Menucha to continue to sell tickets to Menucha events at FPC church events.
- FPC will allow Menucha to continue to publicize Menucha events in church publications and other available avenues, including social media and posted signs.
- FPC will give Menucha first consideration as a site for its programs annually.

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Both FPC and Menucha agree that this Covenant Agreement will be reviewed and revised, as necessary, when a new executive director is appointed and at least every five years.

On behalf of First Presbyterian Church of Portland, Oregon:

Head of Staff, First Presbyterian Church

Date

Clerk of Session, First Presbyterian Church

Date

On behalf of Menucha Retreat and Conference Center:

Chair, Menucha Board of Directors

Date

Executive Director,
Menucha Retreat and Conference Center

Date

Approved by Session: 3 March 2021