

Covenant between the Presbytery of Milwaukee  
and  
Presbyterian Homes of Wisconsin, Inc.

This covenant between Presbyterian Homes of Wisconsin, Inc. ("PHW") and the Presbytery of Milwaukee of the Presbyterian Church (USA) ("Presbytery") reflects our Presbyterian understanding of service to others, the connectional nature of our church, and glorifying God in all that we do. We commit to offer our unique organizational gifts to better serve older adults and mutually support each other in ministry. The parties acknowledge that PHW has created a controlled subsidiary corporation for each of its campuses, which subsidiaries are known as Kirkland Crossings, Inc.; Avalon Square, Inc.; PHW Menomonee Falls, Inc.; PHW Germantown, Inc.; and PHW Oconomowoc, Inc., and that PHW intends to continue to create a controlled subsidiary corporation for each campus it creates in the future in Southeastern Wisconsin. The parties agree that the term "PHW" encompasses and includes all of these individual corporations and any future subsidiary corporations created by PHW in the future.

This covenant shall continue in full force and effect indefinitely until terminated. Either party may terminate this covenant upon sixty days' written notice to the other party, and termination may be with or without cause. This covenant shall be reviewed every five years by a committee composed of representatives of PHW and the Presbytery and may be reaffirmed or modified by the parties. This covenant may be reviewed more frequently upon request by any party.

The parties to this covenant are separate entities but agree to work together in joint ministry as outlined in this document to accomplish their common purpose. However, the Presbytery in no way assumes any legal or financial responsibility for PHW, and PHW in no way assumes any legal or financial responsibility for the Presbytery. Neither the Presbytery nor PHW has any influence or control over the activities of the other.

PHW covenants that:

1. It will provide chaplain ministry to the residents of all current and future PHW campuses in southeastern Wisconsin, and offer to the Presbytery participation in the hiring process of chaplains for all current and future PHW campuses in southeastern Wisconsin
2. It will provide leadership, education, and resources for issues of concern to the older citizens of Southeastern Wisconsin when asked by congregations or committees of the Presbytery.
3. It will communicate to the Presbytery about its plans for major fund raising. This will facilitate the coordination of fund drives and large scale efforts that make an impact on both PHW and the Presbytery of Milwaukee.
4. It will work to have presence at meetings of the Presbytery whenever possible.

5. It will accept onto its board of directors as voting member a representative from the Council of the Presbytery, the Presbytery Executive, or a person in a similar position, as appointed by the Presbytery.

The Presbytery covenants that:

1. It will financially support the chaplain ministry provided by PHW to the residents of all PHW campuses, and will participate in the hiring process of chaplains for all current and future PHW campuses in southeastern Wisconsin.
2. The Presbytery shall appoint to the PHW board of directors as a voting member a representative from Council, the Presbytery Executive, or a person of similar position.
3. In addition, it will act as a resource to the PHW committee for board growth and nomination to suggest names of others for possible nomination to the PHW Board.
4. It will work to support the programs and activities of PHW whenever possible; and will recognize PHW as an ongoing validated mission and ministry within the bounds of the Presbytery, supporting its programs, and allowing periodic presentations at Presbytery gatherings.
5. It will communicate to PHW about its plans for major fund raising. This will facilitate the coordination of fund drives and large scale efforts that make an impact on both PHW and the Presbytery of Milwaukee.

This covenant was approved by the Board of Directors of Presbyterian Homes Wisconsin, Inc. on January 30, 2020.



Kent Tess-Mattner  
Chair of the PHW Board

This covenant was approved by the Presbytery of Milwaukee of the Presbyterian Church (USA) on September 30, 2020.



Christian Boyd  
Stated Clerk of the Presbytery of Milwaukee