

**Covenant of Affiliated Community Ministry
between
Chalice Unitarian Universalist Congregation
Escondido, California
and
the Rev. Dr. Arvid Straube**

Chalice Unitarian Universalist Congregation (“Chalice”) hereby recognizes the Rev. Dr. Arvid Straube as an Affiliate Minister, commissioned by the congregation to engage in a community ministry of spiritual coaching, spiritual direction, meditation coaching and congregational consulting. This community ministry may be with members and friends of Chalice, as well as other Unitarian Universalists in the San Diego cluster and elsewhere, and also with the general public.

In fulfilling his responsibilities, Rev. Straube will:

- Preach on Sunday mornings and teach adult religious education classes and workshops in consultation with the settled minister. Rev. Straube will receive appropriate remuneration for preaching and for the classes and workshops offered at Chalice that are part of Chalice’s official program offerings.
- Attend and participate in Sunday Services whenever possible.
- Perform other ministerial functions when needed, as determined by the settled minister. These services shall be compensated according to the Unitarian Universalist Ministers Association guidelines. These services will not include pastoral care.
- Be available for appointments for spiritual coaching, spiritual direction, and meditation coaching to members and friends of Chalice. He will ask for an honorarium for these sessions. When space on Chalice’s campus is used for these appointments, he will pay Chalice an appropriate space sharing fee for the use of the space.
- Meet at least annually with the settled minister to review this covenant and to report on his work.
- Follow the Unitarian Universalist Ministers Association Code of Conduct in his personal and professional life.

Additional Terms of This Agreement:

- Rev. Straube may publicly disclose that he is an Affiliate Minister of Chalice in his work as a Community Minister.
- Referrals between the settled minister and Rev. Straube shall be carefully handled so that each person's ministry is affirmed. Consistent with the UUMA's Code of Professional Practice and Guidelines for the Conduct of Ministry, Rev. Straube shall defer accepting from members and friends of the church any invitation for his services properly associated with the settled minister's ministry in this congregation.
- Rev. Straube shall maintain active membership in the congregation. He may participate in a range of activities and volunteer in areas appropriate to his identity as a minister. He will not serve in any elected position in the congregation.
- Rev. Straube will maintain membership and participation in the UU Ministers Association, and he may participate in UUA activities and groups at national, district and local levels.
- This agreement may be revoked at any time by Rev. Straube, or by action of Chalice's settled minister or by its Board of Trustees. Such a revocation will be communicated in writing to all relevant parties.

By action of its Board of Trustees, Chalice Unitarian Universalist Congregation covenants with Rev. Straube in order to extend its ministerial outreach and its spiritual transformation resources.

Approved by the Board of Trustees
December 10, 2024