

# CLERGY COMMITTEE

## CHARTER

### Goals of the Committee

List the responsibilities and scope of the committee and what problems it solves/benefits it provides.

- Codify and create an ongoing training program and curriculum.
- Maintain a secure, robust, and credible certification system.
- Ensure ministerial communications are professional, respectful, and timely.
- Public outreach regarding ministerial matters (social media, newsletters, etc).

### If/when the committee will be dissolved

If/when the committee will be dissolved (for example, after completing its goal)

- This will be an ongoing committee in perpetuity with CSC until and/or if its scope is changed by supermajority (76%) of both the Board and Senate.

### Scope

Clergy status is an honorific in every sense of the word and one that takes hard work, dedication, community service, and holding oneself to the highest standards of modern “Popular Satanism” to obtain. However, we recognize as a Coalition of Satanic Congregations, it is not our job to codify in any way what makes a person’s practice Satanic or not, just as it is not the Coalition’s job to mandate ideals of individual Congregations. We only expect people to abide by the Foundational Charter and Code of Conduct, which codifies CSC’s flavor of Satanism.

We believe Clergy status is for “doers” in Satanism. Leaders of congregations, their counsels, leaders and committee members of this organization, or former leaders in other Satanic organizations are examples. However, Clergy status is not required for any position of leadership or in committees of CSC (except this committee) or for leaders in individual congregations.

We believe in both continuing education and experience and in order to strike a balance between the two, and to help conserve committee resources, clergy who have less than 5 years of total documentable experience in Satanic leadership will have to renew their Clergy status yearly until they have reached that 5 year point, after which their Clergy status will become permanent and not expire.

### Clergy in Theory and Practice (Clergy Pillars)

- Knowledge - history, culture, philosophy
- Spiritual - self-determination and empowerment, ritual, ethics
- Cultural - cultivating a culture of empowerment, equality, learning, and self improvement
- Service - leadership, pastoral care, conflict resolution, community contribution

## Autonomous Powers of the Committee

Any autonomous powers the committee has (for example, power to schedule official CSC Services, power to initiate disaffiliation with a member congregation, power to ordain people who have completed the ordination process)

- Create, maintain, and oversee an ordination training program and certification system.
- Grant or revoke clergy status as needed for administrative reasons such as renewals.
- Work with Ethics as needed for clergy background checks and uphold Ethics investigation decisions.
- Committee may revoke or suspend clergy status or place it into probation for reasons unbecoming a minister with such decisions subject to an Ethics review/investigation.

## Communication Responsibilities

Any communication responsibilities the committee has with the Board, Senate, or other committees or parties in the following order/priority

- Quarterly report to Board and Senate to include: new ordinations, revocations, planned initiatives, fundraising requests, etc.
- Distribute a questionnaire to Satanic stakeholders within CSC giving opportunity for feedback on potential Clergy and their understanding of and commitment to the Clergy Pillars.

## Special Requirements for Committee Membership

Any special requirements for committee membership beyond the requirement that they are a CSC volunteer (for example, the *Ethics Committee* members may be required to have some level of HR experience, or similar)

- Preferred experience in several of the following areas: clergy, leadership, teaching, lesson planning, conflict resolution and management.
- Annual background check clearances performed by Ethics per criteria in CSC Volunteer Policies.

- Members of the Clergy Committee must be ordained clergy once the program is in place.

## Acolyte Program

The Clergy Program is a resource intensive project, especially during the implementation phases. While we should always default to having people working on this Committee that are Clergy level themselves, it may not always be feasible. In order to help the Committee achieve its goals of setting up and maintaining the Clergy program and all that it entails, the Committee may need volunteers that otherwise might not meet the requirements of being Clergy themselves. In such cases, and on an as needed basis, the Committee, with Board approval, may appoint Acolyte(s) into functionary roles. Acolytes are not full members of the Committee and have no voting power.

The Acolyte program will be 12 months, during which time the Acolyte is expected to serve both the Clergy Committee and in a leadership development role within their local Congregation. Acolytes will also work with a mentor within CSC for professional development. The Mentor should be a person with ample leadership experience, such as congregation lead and/or council, or experience leading other Satanic organizations and/or committees, and ideally a member of the Senate, Board, or Committee Leader of CSC. The CSC Mentor should be outside the Acolyte's local Congregation in order to promote spreading ideas. The Acolyte is also expected to name a mentor/point of contact for Congregational leadership development that is willing to partner with the Acolyte program.

The expected outcome of the Acolyte program is to help meet the needs of the Clergy Committee while helping develop future Satanic leaders. The goal should be that after 12 months the Acolyte would be a person we would want to see with the title of Clergy. Completion of the 12 month program neither guarantees continued membership on this Committee in any capacity nor does it guarantee the Acolyte will be awarded the title of Clergy. If the potential Acolyte is not part of a Congregation, they should find another part of CSC to volunteer in order to assure similar workloads for all Acolytes.

## Minimum and Maximum Committee Size

Due to the scope and size of the Clergy project, the Committee may have co-leaders.

- Minimum 3, Maximum 7.
- A working group may be formed led by the committee as needed for extra duties.

## Any Term Limits

Term limits for the Committee Leader and Members, if applicable for this committee

- N/A

## Resources Required

List the resources necessary to operate the committee, including funds, internet resources, etc.

- Access to organization zoom
- Google drive access
- Web/Wix resources for lessons and testing
- Email accounts

## Dealing with Protected Information

List the kinds of protected information necessary for the committee's operation. This includes personally identifiable information (legal name, age, location, etc).

- Robust encryption of all PII stored locally on CSC resources.

## Operation Policy

- Bi-weekly Zoom Meetings
- Discord Channel for Committee Members for ongoing business between meetings
- Development of educational curriculum for development of clergy members
- The committee will be responsible for defining their own detailed Standard Operating Procedures
- In cases where Clergy are accused of violating the Code of Conduct, Non-Disclosure Agreement, or committing conduct otherwise unbecoming of Clergy, this Committee will partner with the Ethics Committee for a thorough and complete investigation.