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**THE SATANIC TEMPLE DELAWARE**  
CONSTITUTION, BYLAWS, & MEMBER HANDBOOK

v1.0  
2022-12-20

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# I. ABOUT THE SATANIC TEMPLE

## *The Mission of The Satanic Temple*

The mission of The Satanic Temple is to encourage benevolence and empathy, reject tyrannical authority, advocate practical common sense, oppose injustice, and undertake noble pursuits.

Politically aware, civic-minded Satanists and allies in The Satanic Temple (TST) have publicly confronted hate groups, fought for the abolition of corporal punishment in public schools, applied for equal representation when religious installations are placed on public property, provided religious exemption and legal protection against laws that unscientifically restrict peoples's reproductive autonomy, exposed harmful pseudo-scientific practitioners in mental health care, organized clubs alongside other religious after-school clubs in schools besieged by proselytizing organizations, and engaged in other advocacy in accordance with the Seven Fundamental Tenets.

TST is a federally recognized church with each congregation serving their local communities.

## *The Seven Tenets of The Satanic Temple*

### THERE ARE SEVEN FUNDAMENTAL TENETS

I

One should strive to act with compassion and empathy towards all creatures in accordance with reason.

II

The struggle for justice is an ongoing and necessary pursuit that should prevail over laws and institutions.

III

One's body is inviolable, subject to one's own will alone.

IV

The freedoms of others should be respected, including the freedom to offend. To willfully and unjustly encroach upon the freedoms of another is to forgo your own.

V

Beliefs should conform to our best scientific understanding of the world. We should take care never to distort scientific facts to fit our beliefs.

VI

People are fallible. If we make a mistake, we should do our best to rectify it and resolve any harm that may have been caused.

VII

Every tenet is a guiding principle designed to inspire nobility in action and thought. The spirit of compassion, wisdom, and justice should always prevail over the written or spoken word.

## II. CONSTITUTION

### *Article I. Name*

The name of the organization is First State Satanists, doing business as The Satanic Temple of Delaware, also known as TST Delaware, and hereby abbreviated as TST DE. We operate as an official congregation of The Satanic Temple and, when applicable, the international organization and Society of Congregation rules supersede what is written in this document.

TST DE will eventually be organized under the laws of the State of Delaware as a nonprofit corporation.

## *Article II. Purpose*

### Section 1. Nonprofit Purpose

Per IRS regulations, this organization is organized exclusively for charitable and educational purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

### Section 2. Lobbying and Political Contributions

As a non-profit organization, TST DE shall not lobby, make political contributions, or endorsements for political office.

### Section 3. Specific Purpose

TST DE is an official congregation of The Satanic Temple. We share their core beliefs and mission.

The purpose of The Satanic Temple Delaware is to create and maintain a safe community of Satanists and allies in Delaware and the surrounding area. Group activities may include bringing like-minded individuals together for meetings, fundraisers, social events, and rituals. The purpose of these events is to discuss Satanic philosophy and social responsibility, and celebrate and express our Satanic religion. We work to apply this knowledge to improve the lives of our community members and dispel harmful myths about Satanists and other marginalized populations, as well as undertake volunteer work to benefit our communities.

TST DE will fulfill the following:

1. Provide a safe and inclusive community for social interaction, peer support, and fostering meaningful relationships.
2. Facilitate Satanic education and religious development of members
3. Promote positive change within the Congregation's covered location
4. Be a religious home for those who do not follow a mainstream religion
5. Assist with any national TST campaigns as members desire
6. Provide local assistance to the community in accordance with TST values

## **The Satanic Temple Delaware Mission Statement**

The Satanic Temple Delaware Congregation (TST DE) is an affiliate Congregation of The Satanic Temple (TST). We are practitioners of non-theistic modern Satanism who embrace an ethos inspired by the literary character of Satan. TST DE strives to be a safe community for all of our local practitioners and allies alike. Many of our members have suffered at the hands of religious superstition and oppression. This congregation provides a religious space for those who do not connect with the mysticism, guilt, and shame of mainstream religions. Our goal is to be a family for those who have no family, a friend for those who have no friends, and a voice for the voiceless.

## ***Article III. Congregation Roles***

### Section 1. Definition of Roles

#### *Congregation Heads*

Congregation Heads (CH) are accountable to TST international organization for the overall operations and conduct of the Delaware congregation. This consists of ensuring the Congregation is following the agreements between the Congregation and TST. CH are in charge of the completion of regular meetings, projects, and events. CH works with the leadership council in decision-making processes and responsibilities. CH may exercise authority at times of conflict or issue when absolutely necessary. CH are responsible for paperwork and communication with TST international organization and leadership there. CH are nominated by their local Congregation but are then given a vetting process such as interview and background check by TST leadership for approval. CH also signs legal documents from TST international organization.

#### *Lead Minister*

The Lead Minister is the ritual lead of the congregation. They must hold the role of Ordained Minister of Satan as assigned by the Ordination Council of The Satanic Temple and remain in good standing with Satanic Ministry. The Lead Minister will review, approve, and gain Satanic Ministry approval for all rituals conducted by TST DE. The Lead Minister may choose to delegate tasks to congregants, but is responsible for the final product.

#### *Leadership Council*

Leadership Council is the collective name for the Congregation Head(s) and Lead Minister.

#### *Council of Five-Thirds*

The Council of Five-Thirds (C5/3) assists the Congregation Heads in their responsibilities and duties. C5/3 can also call for votes to assist with decision making when appropriate and necessary.

#### *Dantalion Council*

The Dantalion Council (DC) is the diversity council of TST DE, assisting the Large Council and ensuring the interests and voices of all people are represented. The council will include - but is not limited to - members of the LGBTQIA+ community,



BIPOC, and advocacy/support group heads. The DC will function in an advisory role to Congregation Leadership and take a more active role than standard Members in Congregation planning and management.

### *Member*

A Member is an active congregation participant that has met qualifications listed in The Satanic Temple Delaware **BYLAWS Article IV**. Members attend meetings and other events as they are able. Members vote on new incoming Member Candidates and assist leadership with planning and making decisions as needed. Members may be asked to perform tasks outside of normal Member roles but are not obligated to accept any additional responsibilities. Members may be called to vote on topics that leadership requires feedback on. Members also vote on policy changes and amendments to these Congregation Documents.

### *Ally*

An ally does not necessarily consider themselves a Satanist, but they may. An Ally would fall in one of the following categories

- 1) New members of the TST DE Facebook group and/or the TST DE Discord server, who are actively interested in learning more about TST.
- 2) A person who supports TST and the activism but does not have goals to be active or contributing.
- 3) A TST member from another location or congregation that has joined TST DE for support.
- 4) Congregation participants that do not desire member responsibilities, voting, or to attend any events. These individuals are a support for the Members (often by way of Discord and/or Facebook conversation) but are not full Members themselves.

## Section 2. General Powers

The affairs of the Congregation shall be overseen by the Society of Congregations. The Satanic Temple Society of Congregations has delegated local authority to the Congregation Heads and Leadership Council. They shall have control of and be responsible for the management of the affairs and property of the congregation.

## ***Article IV. Congregation Membership***

### Section 1. Eligibility

The following individuals may be eligible for membership in The Satanic Temple Delaware:

- ★ Any current resident of Delaware who supports the purpose and mission statements in ***Article II***, Section 3.
- ★ Any current resident of a neighboring state within the region covered by the Congregation, who supports the purpose and mission statements in ***Article II***, Section 3. These may include, but are not limited to:
  - Southeast Pennsylvania
  - Southwest New Jersey
  - Eastern/Coastal Maryland
- ★ Leadership members from other recognized Congregations of The Satanic Temple and Candidate Groups.

### Section 2. Granting of Membership

Membership is granted after completion and receipt of a membership application, attendance of social events, an interview, and a vote of Members in good standing. In some cases, a background check may be required and the costs will be incurred by the potential member.

Disputes about membership decisions either from Leadership or from Members may be addressed by the process outlined in the **BYLAWS *Article IV*** Section 4.

### Section 3. Annual Dues

Annual dues are not required or permitted, but donations are welcome and encouraged.

## ***Article V. Congregation Leadership***

### Section 1. Number

The number of Leadership Council members shall be and shall consist of no less than two (2) including the following members: Congregation Head(s) and Lead Minister.

### Section 2. Requirements

Leadership members are required to be vetted and approved by the Society of Congregations and Ordination Council prior to election. The members of Leadership shall, upon election and approval, immediately enter upon the performance of their duties and shall continue in office until their successors shall be duly qualified and elected. All Leadership must be approved by a majority vote of the members present and voting. Failure to complete these requirements will lead to a new vote and replacement leadership member.

### Section 3. Tenure

Elected members of Leadership serve a tenure of one year. Leadership may be called to serve multiple terms, so long as they fulfill duties outlined in the **BYLAWS Article I**, pass annual member satisfaction surveys, and are duly voted in by the greater congregation.

### Section 4. The Council of Five-Thirds

The Council of Five-Thirds shall consist of five (5) members. The Council of Five Thirds shall include the minimum Congregation Leadership (Leadership Council) listed above. The remaining positions will be appointed by the Leadership Council. Candidates for the Council of Five-Thirds may be nominated by Members. Any appointment may be vetoed by Membership.

### Section 5. Dantalion Council

There is no minimum or maximum number of individuals assigned to the Dantalion Council. Members are appointed to the DC by Leadership. Candidates for the DC may also be nominated by any Congregation Member and any appointment may be vetoed by Membership. A position on the Dantalion Council does not infer any additional authority of a Member within the Congregation.

## Section 6. Names

Leadership members may be referred to in official documents by either their legal name or their pseudonym, if applicable, as appropriate and required. Pseudonyms shall be consistent and association with legal names considered confidential.

## Section 7. Regular and Annual Meetings

The Council of Five-Thirds will meet at least once every 6 months. Meeting notices will be sent via email and Discord message. Meetings may occur virtually.

## Section 8. Election and Removal

Election of the Leadership shall be conducted per **Article I** Section 8 of The Satanic Temple Delaware **BYLAWS** included in this document. Any member of the Leadership Council who fails to fulfill any of their requirements as set forth in the bylaws shall forfeit their position and be removed as indicated by **Article I** Section 9 of the bylaws.

## ***Article VI. Meetings of Members***

### **Section 1. Regular Meetings**

Regular meetings of the members shall be held monthly, on a schedule determined and published by the Leadership Council. Scheduling information will be distributed via the methods outlined in Section 4. In addition, the following applies to Regular Meetings:

- ★ Meetings may occur virtually when necessary.
- ★ Meetings may be recorded.
- ★ Meetings may be canceled as deemed necessary by Leadership and will resume the following month.
- ★ Meetings of members may elect individuals to Leadership positions, receive reports on the activities of the Congregation, and determine the direction of the Congregation for the coming year.
- ★ Congregation meetings are open only to congregation members and not members of the public.
- ★ Members in their probationary period are expected to attend but may not be eligible to vote on items of business.

### **Section 2. Public/Informational Meetings**

Public or Informational meetings shall be held regularly, on a schedule determined and published to the Congregation by Leadership. Scheduling information will be distributed via the methods outlined in Section 4. These meetings are open to the public and provide an opportunity for non-members and other curious individuals to attend and learn more about the Congregation.

No voting or other Congregation business will be conducted at Public meetings.

### **Section 3. Special Meetings**

Special meetings may be called by Leadership Council as public events are planned or for any item that requires more immediate attention.

#### Section 4. Notice of Meetings

Notice of each meeting shall be given to each voting member not less than two weeks prior to the meeting. At the beginning of each year, all planned meeting dates and times will be sent to all members via email and calendar invites. Scheduling of meetings will be relayed to Congregation members via email, Facebook, and Google Calendar.

#### Section 5. Quorum

A quorum is not required for a meeting to occur.

#### Section 6. Voting

All issues to be voted on shall be decided by a  $\frac{2}{3}$  majority (66.6%) of those present at the meeting in which the vote takes place. This includes modifications or amendments to these Congregation documents. Congregation Heads will not vote unless there is a tie and will cast one joint vote.

### III. BYLAWS

#### *Article I. Leadership*

##### Section 1. Congregation Heads

Congregation Heads shall have the following duties:

- ★ Preside over all meetings - or delegate an individual to do so.
- ★ Maintain status as Ministers in good standing within the Satanic Temple Ordination Program.
- ★ Have general superintendence and direction of all other Leadership Council/Council of Five-Thirds members of the Congregation and see that their duties are properly performed.
- ★ Maintain and submit reports of the operations and financials of the Congregation.
- ★ Keep a complete and accurate report of the finances of the Congregation.
- ★ Manage the email account of the Congregation and respond to requests in a timely manner.
- ★ Appoint Members to the Council of Five-Thirds
- ★ Appoint Members to chair committees
- ★ May complete duties of any other Officer.

No decision regarding the business of the organization may be decided without, at minimum, the consensus of the Congregation Heads

There shall be a minimum of one (1) Congregation Head designated at all times within the Congregation.

##### Section 2. Lead Minister

The Lead Minister is the ritual lead of the congregation. They may have the following duties:

- ★ Preside over all rituals.
- ★ Maintain status as a Minister in good standing within the Satanic Temple Ordination Program.

- ★ Take part in leadership meetings.
- ★ Acquire necessary permits/approvals for planned rituals
- ★ Keep complete and accurate records of rituals.
- ★ Assist members of the congregation so called to make and perform their own rituals.

### Section 3. The Council of Five-Thirds

The Council of Five-Thirds plays a pivotal role in the growth and operations of TST DE by applying appropriate screening methods to ensure applicants fit the overall standards set by the organization to maintain our core values and mission. This title designates multiple individuals in leadership, but shall consist of no less than five (5). Duties include but are not limited to:

- ★ Provide guidance on decisions affecting TST DE.
- ★ Review all applications.
- ★ Schedule interviews with potential members and other members of leadership.
- ★ Communicate with potential members or inquiries sent to a shared email
- ★ Update application status and report applicant status to other leadership and Congregation members.
- ★ Review applicant background checks, when applicable.
- ★ Ensure that at least 3 members of the interview team are always involved in the approval of a new member.
- ★ Ensure that members are in good standing with the congregation, in conjunction with Congregation Heads.
- ★ Reach out to members who fall below the good standing threshold in conjunction with Congregation Heads.
- ★ May help field questions about the Congregation at social events.
- ★ May assist in management/leadership decisions for Congregation growth and development.
- ★ Attend leadership meetings.
- ★ May identify areas of growth for the Congregation.
- ★ Identify any concerns with potential applicants.
- ★ Determine the probationary timeline of new members as outlined in *Article IV* Section 2 in conjunction with Congregation Heads.



## Section 4. Relationships

Relationships between Council of Five-Thirds members - whether by blood, marriage, or affection - are generally discouraged and will be addressed on a case by case basis as necessary. Any relationships between C5/3 members must be unanimously approved by the remaining Council members in order for all parties to remain on the Council and any such relationships will be clearly communicated to Congregation membership at large. In the circumstance that the Council of Five-Thirds has dissolved and there are only two (2) active Leadership Council members, under no conditions shall they have a relationship.

## Section 5. Dantalion Council

Representation and advocacy are fundamentally important to TST DE. The Dantalion Council serves as an advisory role to the Council of Five-Thirds, ensuring vulnerable and marginalized community members within the Congregation have representation with the Council of Five-Thirds and Congregation Leadership. Members of the Dantalion Council are not themselves Congregation leaders but function as a direct point of contact for diversity concerns within the congregation. The Dantalion Council will be responsible for:

- ★ Assisting the Council of Five-Thirds with maintaining TST DE as an inclusive organization.
- ★ Review TST DE communications to ensure inclusive language is used and no community is excluded inadvertently.
- ★ Suggest actions for TST DE to take in order to champion under-represented or oppressed populations within our area.

## Section 6. Treasurer

The treasurer is responsible for maintaining complete and accurate records of all financial transactions relating to TST DE

## Section 7. Social Media Manager

The Webmaster/Social Media Manager(s) are responsible for the overall management of the congregation web presence. The duties may consist of:

- ★ Work with the Leadership team to maintain and expand Congregation presence through social media in a way consistent with the values of TST.
- ★ Monitor account security, comments and perform all necessary updates to maintain accounts and platforms.
- ★ Make all necessary updates to Congregation social media presence.

### Section 8. Election of Leadership Council Member

Annually, or as needed due to vacancy, Congregation members will be solicited for nominations for Leadership Council members, no less than 14 days before the voting period. The voting period will be 14 days prior to a scheduled meeting, at which results will be reviewed and ratified. Ranked choice voting shall be implemented in order to ensure the most fair election of council members. Current Congregation Heads will not vote unless there is a tie and will cast one joint vote that must be unanimous among Congregation Heads.

### Section 9. Removal of Leadership Council Member

The Leadership Council may vote to remove any member from the Council and nominate a successor. Members may request removal of a Leadership member, delivered via email to the Council, with  $\frac{2}{3}$  (66.6%) concurrence of the voting membership. No member of the Leadership Council shall be expelled without an opportunity to be heard and - except in circumstances outlined below - notice of such motion of expulsion shall be given to the member via email five (5) days prior to the meeting at which motion shall be presented, setting forth the reasons of the Leadership for such expulsion.

Circumstances for which a member may be immediately removed from the Leadership Council are:

- ★ Arrest for violent criminal charges or the granting of domestic violence protective order.
- ★ Arrest for sexual assault or misconduct, particularly involving a minor.

- ★ Participation in doxing activities.
  - Doxing is defined as publishing private or identifying information about an individual on the internet with malicious intent.
- ★ Breaching confidentiality of members.
- ★ Presenting immediate threats of any of the above.

## Section 10. Resignation

A position on the Leadership Council or any appointed role is not compulsory and may be resigned at any time. Congregation Heads and the Lead Minister must resign via the procedures outlined by the Society of Congregations. All other members of the Council of Five-Thirds or other appointed positions may resign via email.

## Section 11. Confidentiality

The Council of Five-Thirds shall not discuss or disclose information about the Congregation or its activities to any person or entity unless such information is already a matter of public knowledge, such person or entity has a need to know, or the disclosure of such information is in furtherance of the Congregation's purposes or can reasonably be expected to benefit the Congregation. Leadership shall use discretion and good judgment in discussing the affairs of the Congregation with third parties. Without limiting the foregoing, the Council of Five-Thirds may discuss upcoming fundraisers and the purposes and functions of the Congregation.

All discussions with the media must be approved by Leadership Council in advance.

## Section 12. Books and Records

The Congregation shall keep complete books and records of account and minutes of the proceedings of all meetings. The Council of Five-Thirds shall review the books and records at least annually.

## ***Article II. Support / Advocacy Groups***

The Council of Five-Thirds may create and disband support and/or advocacy groups within the Congregation as needed, such as veterans support, sober Satanists, mental health support, etc. The Council appoints all support / advocacy group chairs. Support and advocacy group chairs are not considered Congregation leadership and may not speak on behalf of the organization. Any Congregation member in good standing is eligible to serve as a group chair.

### *Article III. Committees*

The Council of Five-Thirds may create and disband committees as needed, such as fundraising, marketing, public relations, data collection, etc. The Council appoints all committee chairs. Committee chairs are not considered Congregation leadership and may not speak on behalf of the organization. Any Congregation member in good standing is eligible to serve on these committees.

## ***Article IV. Membership***

### Section 1. Eligibility for Membership

Any individual identified by **The Satanic Temple Delaware Constitution Article IV Section 1** - unless otherwise disqualified in *Section 4* - is eligible to apply for membership into TST DE

### Section 2. Membership Phases

#### Application

- ★ A candidate member shall submit an application to formally declare to the Council of Five-Thirds their interest and intent to become a Member of TST DE.

#### Probation

- ★ New members will be on probation upon initial acceptance for a period of up to six (6) months after joining the congregation. After this time, a member will gain the ability to vote if they are in good standing with the congregation.

#### Good Standing

- ★ Good standing is achieved by attending at least 50% of meetings (including online attendance options) and contributing to the congregation by assisting with at least one public event (for example: leading book club, preparing fundraising events, participating in public rituals).

#### Inactivity

- ★ After six months of inactivity, the Council of Five-Thirds will reach out informally to check in with a Congregation member. One full year of inactivity will result in a warning and, following one additional month of inaction on the part of the Congregation member, the member will be

removed from the congregation. When requested in writing via email, reasonable accommodations will be provided for extenuating circumstances.

### Section 3. Rights & Responsibilities

All TST DE Members are entitled to the following rights:

- ★ to receive all general group information about TST DE, as well as information regarding member's rights and responsibilities.
- ★ to be treated with respect and recognition of their dignity and right to privacy.
- ★ to participate in making decisions regarding group matters, through established voting procedures and committee participation.
- ★ to candid, confidential discussion with Congregation leadership to address issues and concerns.
- ★ to voice complaints or appeals about TST DE or Congregation leadership. Members also have a right to appeal decisions made by TST DE.
- ★ to make recommendations regarding the organization's members' rights and responsibilities policies.
- ★ to receive the information provided in the member handbook in another language or format, in order to facilitate maximum accessibility.
- ★ to be free from any form of arbitrary and without due process restraint or seclusion used as a means of force, control, ease, or reprisal.
- ★ to receive information from TST DE regarding any significant changes with TST DE at least fourteen (14) days before the effective date of the change.

All TST DE Members have the following responsibilities:

- ★ to be considerate of others, to observe safety and consent, and to treat TST DE members with consideration and respect.
- ★ to maintain the requirements for remaining in good standing as outlined in *Article IV* Section 2.
- ★ to bear responsibility for any family or friends they introduce as guests to the group, until such time as that individual becomes a member of the Congregation in their own right.
- ★ to abide by the Bylaws of TST DE, the Code of Conduct of TST DE, and the Code of Conduct of The Satanic Temple.

- ★ when invoking one or more of The Seven Tenets of The Satanic Temple, to consider the situation with all Seven Tenets in conjunction and in totality

#### Section 4. Grievances, Resignation, & Termination

All grievances shall be directed to members of the Council of Five-Thirds as soon as possible. This may be done in person, via email, or via text-communication (including Discord). It is recommended that any in-person or text-communication grievances be recorded via email promptly. The Council of Five-Thirds will keep all discussions anonymous unless it is a matter of safety or legality.

Leadership Council will, as a matter of policy, report any threat of harm to a person to the appropriate authorities. The Council will address complaints as necessary within leadership and within Congregation membership.

Members will not send Congregation-wide communications regarding issues without approval from the Leadership Council so that a fair assessment of the situation can first be conducted. Members may escalate matters to Suryan Council or the Society of Congregations Concerns Committee as appropriate. Any member may resign by filing a written resignation and emailing it to [thesatanictempledelaware@gmail.com](mailto:thesatanictempledelaware@gmail.com).

Membership may be terminated immediately by Leadership Council for the following reasons:

- ★ Arrest for violent criminal charges or the granting of domestic violence protective order.
- ★ Arrest for sexual assault or misconduct, particularly involving a minor.
- ★ Participation in doxing activities.
- ★ Breaching confidentiality of members

Membership may be terminated by a majority vote of the Council of Five-Thirds for reasons including but not limited to:

- ★ Any item in this section for which Congregation Heads request a vote.
- ★ Violence, regardless of arrest.
- ★ Sexual harassment or assault.



- ★ Failure to attend events outlined in Section 2.
- ★ Failure to comply with the Member Code of Conduct.
- ★ Use of TST DE membership as a means of personal advancement or promotion.

Individuals who have had their membership terminated may also be disqualified and banned from future membership in TST DE and/or reported to The Satanic Temple international organization. Disqualification from TST DE also precludes an individual from attending Congregation events as a guest of another member.

## ***Article V. Amendments***

The Leadership Council may amend these Bylaws by a  $\frac{2}{3}$  majority vote (66.6%) at any regular or special meeting of members. Written notice setting forth the proposed amendment or summary of the changes to be affected thereby shall be given in advance for review no less than fourteen (14) days prior to voting.

Amendments will be summarized in the attached **AMENDMENTS** index, with dates recorded in the Adoption table in ***Article VI***.

***Article VI. Adoption***

We the leadership and representation of the membership of this Congregation, consent to, and hereby do, adopt the foregoing Bylaws, consisting of the preceding pages, as the Bylaws of this Congregation effective immediately upon the date these Bylaws are ratified.

Version	Date
1.0	2022-12-20

## IV. MEMBER HANDBOOK

### *Article I. Welcome to Hell!*

Welcome to The Satanic Temple Delaware (TST DE). We are an affiliate Congregation of The Satanic Temple (TST). We are practitioners of non-theistic modern Satanism who embrace an ethos inspired by the literary character of Satan. TST DE strives to be a safe community for all of our local practitioners and allies alike. Many of our members have suffered at the hands of religious superstition and oppression. This congregation provides a religious space for those who do not connect with the mysticism, guilt, and shame of mainstream religions. Our goal is to be a family for those who have no family, a friend for those who have no friends, and a voice for the voiceless.

Leadership Council and the Council of Five-Thirds are designed to be consolidated bodies to manage group operations and function as the conduit to the larger TST organization. However, TST DE ultimately belongs to you, the Congregants. Leadership Council and the Council of Five-Thirds are comprised of elected members and exist to function as facilitators for the Congregation. In other words, this is your group and anyone in a leadership position is here to help you get what you want out of the group (as long as it falls within the scope of the Constitution and Bylaws).

TST is divided into two independent but supporting pillars - Congregations and Campaigns. Details of these will be covered in a later Article of the Member Handbook - but participation in either pillar (or both) is how we build and maintain our Satanic community. As members of our local Congregation, how we participate in these pillars is up to you!

## ***Article II. Points of Contact and Important Links***

Congregation Facebook Group:

<https://facebook.com/groups/TSTDE>

Primary Congregation Email Address:

[thesatanictempladelaware@gmail.com](mailto:thesatanictempladelaware@gmail.com)

Leadership Council:

Isaac Avaddon - [isaac.avaddon@thesatanictemple.org](mailto:isaac.avaddon@thesatanictemple.org)

Alex Roper - [alex.roper@thesatanictemple.org](mailto:alex.roper@thesatanictemple.org)

Council of Five Thirds Email Address:

[council-of-five-thirds@firststatesatanists.org](mailto:council-of-five-thirds@firststatesatanists.org)

The Satanic Temple Website:

<https://thesatanictemple.com>

### ***Article III. Code of Conduct***

*Note: This Code of Conduct is based almost entirely on the Code of Conduct for all members of The Satanic Temple.*

#### Section 1. Introduction

The Satanic Temple Delaware Congregation (TST DE) is, first and foremost, a religious organization of diverse and engaged Satanists. TST DE is not a club, nor is it a hobby. Satanism is our religion, and being associated with TST DE has the potential to place you and those around you in danger by individuals who would seek to harm Satanists. Before continuing with membership or volunteering within TST DE, one must understand the risks of being granted official TST DE affiliation. To be associated with TST DE also means to agree to abide by a set of expectations to which all members of our Congregation and members of the larger TST international organization are held. These expectations exist to protect members and volunteers and also to protect the organization from unnecessary risk.

We outline these expectations in this Code of Conduct document.

#### Section 2. Scope

This Code of Conduct and the expectations outlined within apply to all members and volunteers of TST DE, including those who participate in any official capacity with the Congregation, campaign, or ministry. This Code of Conduct also applies to the various councils within TST DE (e.g., Leadership Council, the Council of Five-Thirds, Dantalion Council) and any group that provides a broader function within or service to the organization (e.g., IT, security). Being an official member or volunteer of TST DE also means being responsible by professionally representing TST DE when interacting with others. This Code of Conduct applies to all conversations, correspondence, and social media actions. This applies when interacting with fellow Satanists, non-Satanists, dissenters on social media, and with the general public.

#### Section 3. Privacy

TST DE values the privacy of its members and will not disclose membership status with outside organizations, places of employment, or media outlets who may inquire. TST DE will never disclose a member's name or volunteer any member details without their explicit permission unless otherwise compelled to do so. In such instances, information such as names and best-known geographical locations may be shared with local authorities for the purpose of safety and security.

#### Section 4. Security

Being associated with TST DE (and generally being a Satanist) means potentially being targeted by TST's various political, social, and scientific opponents. The Satanic Temple as a whole has publicly confronted hate groups and extremist groups that actively work to expose and harm Satanists. Members and volunteers are encouraged to prioritize their personal safety in any situation that would otherwise jeopardize personal safety.

#### Section 5. Sensitive Information

It is the responsibility of every member and volunteer of TST DE to take steps to protect sensitive information. Sensitive information includes personal information related to fellow Satanists in TST DE, as well as information related to how TST operates and functions, including internal policies and procedures. The practice of "doxxing" (publishing private or identifying information about a particular individual on the internet) is prohibited.

#### Section 6. Social Media

On the internet, tone is easily mistaken and discourse can quickly turn hostile. While you are not required to agree with or get along with everyone on the internet, in the capacity that you are associated with TST DE, you implicitly represent TST DE and are required to pick your language judiciously and actively discourage combative dialogue.

While being a Satanist means one may offend others at times, either with one's beliefs or words, members and volunteers of TST DE must not harass or bully

others in person or online. A Satanist should strive to be a role model of rational and sound behavior. Behavior that is repeatedly combative, dismissive, unapproachable, and generally unpleasant does not accord with The Seven Tenets of The Satanic Temple. Moreover, such behavior violates our Code of Conduct.

In general, assume good faith:

- ★ Always speak from experience, speak for yourself, and actively listen to each other. When someone makes a point, repeat what you heard, summarize, and ask clarifying questions such as “Did you mean ‘X’?” or “What makes you say that?” to get more information.
- ★ Encourage yourself and others to maintain a positive attitude, honor the work of others, avoid defensiveness, be open to legitimate critique and challenge oppressive behaviors in ways that help people grow.
- ★ We want to “call each other in” rather than calling each other out - in other words, if you are challenging someone’s ideas or behavior, do it respectfully, and if you are being challenged, receive it respectfully.
- ★ Remember, mistakes will be made, nobody is perfect.
- ★ Be excellent to each other.

By agreeing to adhere to the Code of Conduct, you also agree to adhere to the TST DE Social Media Policy.

## Section 7. In-Person Events

When attending in-person events such as meet-n-greets, rallies, and public-facing congregational activities, you will be representing TST DE with your words, actions, and appearance. You are expected to uphold the Code of Conduct and conduct yourself in accordance with the Tenets.

## Section 8. Representing TST

Only officially recognized media liaisons and spokespersons are authorized to provide statements on behalf of TST. Consequently, you should not appear in videos, documentaries, news/media broadcasts, or in any public capacity that would give a public appearance of officially representing TST unless leadership explicitly



authorizes such appearances. This restriction includes participating as a member of TST in AMA (ask me anything) forums, appearing in school or higher education-related interviews/projects, and making statements to the media.

## Section 9. Conflicts of Interest & Dating in the Organization

Members and volunteers should actively avoid situations which may present a conflict of interest to TST DE. This may include operating a company, organization, charity, or religious affiliated group that has the potential to compete with or disparage TST DE; this may also include managing platforms that could be confused as being affiliated with TST DE. Satanists in a position of leadership are expected to practice good judgment, which may include refraining from dating those who operate within their respective groups.

Generally, conflicts of interest are prohibited, must be declared, and productively resolved. Refer to the Conflicts of Interest Policy and TST DE **BYLAWS Article I** Section 4 for more information.

## Section 10. Reporting Concerns

Those concerned about a fellow member or volunteer should first go to their respective group leadership (e.g., Congregation leader, campaign director, etc.) to discuss the matter and attempt to resolve the concern. Those with a concern regarding a local Congregation are encouraged to contact the Concerns Committee at: <https://forms.gle/svysCfz8xtoiUr9KA>

Those with a concern regarding a potential Code of Conduct or organizational policy violation may file with Suryan Council here: <https://forms.gle/a5zvPhw6auc3Umnr5>

TST prohibits retaliation, including against external, potentially non-TST affiliated individuals. TST defines retaliation as any adverse action as the result of an individual filing a concern in good faith or an individual participating in an investigation.

#### ***Article IV. TST Pillars - Congregations***

Congregations are community-focused and empower like-minded individuals that share a common religious identity to come together for social activities, to provide support for each other, and to represent the values we share as members of The Satanic Temple in the community. This pillar encompasses activities you might associate with a traditional church group and exemplifies that TST is a religion first. Congregations are more autonomous and self-governed, with coordination through the larger TST organization. Events and actions associated with the Congregations pillar are generally the expression of our deeply held religious beliefs as Satanists as opposed to directed and targeted Campaigns.

## ***Article V. TST Pillars - Campaigns***

The Campaign Pillar has a more traditional, top-down administrative structure: each Campaign has a director, who is managed by the Director of Campaigns, and all operations are directly overseen by the Executive Ministry. Campaigns are goal-focused, and address very specific issues relating to the mission and values of The Satanic Temple. Each campaign has a mission statement that describes what it is working to accomplish, and develops activities that are directly related to materially bringing out its goal or goals. Many members come to TST through activism - this is where those members may want to be more involved, although not all campaigns are focused on activism.

## ***Article VI. Taking Ownership***

The previous two articles discuss the pillars of TST to help Congregants understand the types of events and activities that will be undertaken and hosted by TST DE. But what those events are - what social events we have, what rituals we perform, what campaigns we get involved with or run ourselves - all depend on you, the members of the TST DE Congregation. To that end, you as a Congregation member are empowered and encouraged to take the lead on planning events, activities, rituals, campaigns, etc. with the support and coordination of the Council of Five-Thirds and in accordance with the Congregation Constitution, Bylaws, and Member Handbook.

If you are interested in planning an event or campaign, contact the Council of Five-Thirds via Discord or the email address listed in ***Article II*** to express your interest and start the process. Since each event will be slightly different, there is no “one size fits all” approach. However, there are certain requirements that will apply to any event hosted by the Congregation.

All events require prior approval from a committee within TST - whether the Society of Congregations or Satanic Good Works/the appropriate Campaigns Director. TST publishes timelines in which event proposals for all events must be submitted for review and approval. Since TST DE Leadership Council will have to forward proposals up to the appropriate committee, draft proposals must be submitted to TST DE Leadership Council earlier than the standard published dates. Event proposals submitted to TST DE Leadership Council must be received per the following guidelines:

For private events that do not include a ritual, the Event Proposal must be submitted 45 days prior to the event.

For public events and/or events that include a ritual, the Event Proposal must be submitted 70 days/10 weeks prior to the event. In addition, for events with a ritual, the script and details of the ritual must be submitted as follows:

- 45 days prior to the event if the ritual is a wedding or Black Mass.
- 45 days prior to the event if the ritual is ticketed/has a cover charge, is held in a commercial venue, or expects more than 100 people in attendance.
- 30 days prior to the event for all other cases.

**V. AMENDMENTS**

Section	Change	Document Version

## VI. CREDITS AND RECOGNITIONS

The Satanic Temple of Delaware is incredibly grateful to our friends at The Satanic Temple of New Jersey for providing us with a template for this document, as well as The Satanic Temple of Colorado, The Satanic Temple of Philadelphia and Eastern Pennsylvania, The Satanic Temple of New York, and The Satanic Temple of Pittsburgh for their assistance, mentorship, patience, and - most importantly - friendship. We would not be here without you.

## SIGNATURE PAGE

By signing below, you verify that you have received a copy of the Constitution, Bylaws, and Member Handbook for The Satanic Temple: Delaware and that you agree to abide by the rules, restrictions, and policies outlined therein, effective from the date of signature. As a Congregation member with voting privileges, you likewise affirm that you will continue in this agreement as this document is updated and amended in the future.

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Printed Name

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Date

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Signature