

## CONDUCT AGREEMENT FOR MINISTERS OF SATAN ORDAINED BY THE SATANIC TEMPLE

This conduct agreement for Ministers of Satan (CAMS) (the "Agreement") describes expectations that The Satanic Temple (the "Temple" or "TST") has for members it entrusts to be part of its ordained ministry. This Agreement may be an ordained Minister of Satan or a candidate for ministry who is enrolled in The Satanic Temple's ordination program. This Agreement shall take effect if and when the undersigned complies the provisions of this Agreement and is ordained as a Minister of Satan in The Satanic Temple.

**THE UNOFFICIAL, UNAPPROVED  
COMPANION GUIDE**

The Conduct Agreement for Ministers of Satan (CAMS) has some terms and phrases that are ambiguous or have special legal meaning that not everyone is familiar with. This Companion Guide provides some additional context, informal discussion, and examples to help make certain clauses in the CAMS more clear.

This document is not confidential. However, throughout this document the word "you" presumes that the reader is or soon will be an ordained Minister of Satan with The Satanic Temple. If you are neither of those things, then "you" doesn't mean you.

This Companion Guide was created by the Ordination Council, most recently updated on 30 January 2024, and written for the 17 January 2024 version of the CAMS. Please check the Minister's Dashboard on the Satanic Ministry website ([ordained.satanicministry.com](http://ordained.satanicministry.com)) to confirm you have the latest version.

### **Q: Why is the title ("Unofficial, Unapproved Companion Guide") so dramatic?**

We want it to be 100% clear that this guide is not the contract. Only the contract is the contract. This guide is descriptive and illustrative, but is not official policy.

In this document you will find some tips and suggestions for how to interpret certain parts of the CAMS, as well as some example scenarios to illustrate how they might be applied. These examples don't cover every possible scenario. If you are unsure whether some action or activity you have planned might violate the CAMS, your best course of action is to email the Ordination Council and simply ask.

### **Q: Why not just define everything in detail in the Agreement in the first place?**

Not everything in a contract can or should be defined in absolute rigid detail, because doing that inevitably opens up loopholes and creates more problems than it solves. The world is nuanced, and the moment we go down the path of trying to create specific checklists of "do this" and "don't do that" we invite people to hunt for edge cases and ways to "technically" get around the intent of an agreement.

You have already seen this principle at work in the Code of Conduct (CoC). For example, the section on conflict of interest says members in leadership positions should "avoid conflicts of interest" and practice "good judgment." These terms aren't rigidly defined, in part because we can't anticipate every scenario that might come up. Instead, the CoC advises members that if they are in any situation that might create a conflict of interest they should contact the Suryan Council to start a discussion. That same principle applies to the CAMS as well: communication is key. Never speculate when you can simply ask.

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**Case 3.** You refer to yourself as "Reverend" while leading a Satanic religious service.

⚠ **CAUTION.** This is tricky. Satanic religious services are clearly "an official context," but the title "Reverend" is a common neutral title used by ministers. Our ministers sometimes also use less common titles when leading religious services, usually when the title is meaningful for its connection to the minister's identity or cultural background. This isn't explicitly prohibited, but please keep these guidelines in mind:

- Don't use a title or variant of a title specifically prohibited in the CAMS;
- Don't use a title tied to a history, culture, or identity that you have no connection with; and
- Regardless of how you refer to yourself during the service, don't be shocked if your title is changed to "Minister" in official records and resources, such as the services podcast or video archives.

**Case 4.** You refer to yourself as "Satanic Priestess" on your website, and although the website mentions that you are ordained by The Satanic Temple you always keep these clearly separated.

✓ **ALLOWED.** We have members who have adopted titles as part of their personal brand prior to becoming ordained by The Satanic Temple. This does not violate the CAMS rule as long as you take care to keep your personal title separate from the title conferred by The Satanic Temple. You can usually accomplish this very easily with careful phrasing, e.g. "I am a Satanic Priestess and a Minister of The Satanic Temple" (✓) instead of "I am a Satanic Priestess at The Satanic Temple" (✗).

2.02 Ritual Activities. The Ordination Council defines procedures for record-keeping and approval of ritual activities performed by Ordained Ministers of Satan in their official capacity as clergy of The Satanic Temple. Ordained Ministers of Satan are responsible for knowing the distinction between personal rituals and official rituals, and following the appropriate guidelines and procedures in each case

The highlighted phrases define the scope of what rituals The Satanic Temple has an interest in: TST cares about official (also called "public") rituals, but has no interest in personal (also called "private") rituals. The agreement designates the Ordination Council (OrdCo) as the group responsible for defining both how these categories are distinguished and what procedures to follow for public/official rituals. You already learned the procedure for official rituals from Lesson 10 of the Ordination Program: when you plan to perform a public/official ritual, you must register your intent by submitting a description of the ritual using the Ritual Notification Form. Visit the form (you can access it from the Minister's Dashboard) for more detailed information about submission requirements.

If you are ever unsure about whether a ritual you are planning requires the form, reach out to OrdCo and ask. Moreover, you can always fill out the form even if it's not required. Having that information in our records is a great way to preserve historical knowledge of the activities of The Satanic Temple's clergy.

Let's take a look at some cases illustrating when the Ritual Notification Form is and is not required.

**Case 1.** You have two members of your congregation over to your house for an Unbaptism Ritual. It is not promoted or advertised in any way, and you and the congregants are the only people present.

✗ **NO FORM REQUIRED.** This is a private, member-only event and has no public-facing promotion. There is nothing creating any "risk" here. (Although, mentioned above, you may still fill out the form if you wish.)

**Case 2.** You lead an Affirmation Ritual over Zoom. All of the participants are congregants, although they are not all members of the same congregation. There were some social media posts about the event, but only in closed TST spaces (i.e. groups, channels, etc., that only allowed TST members).

**❌ NO FORM REQUIRED.** Just as with the previous example, this is an "internal" event.

**Case 3.** The same scenario described for Case 2, but you will also be recording the ritual and plan to post video clips of the recorded ritual on social media.

**✓ FORM REQUIRED.** Because recordings of the event will be made available to the general public, this ritual now requires you to notify the Ordination Council.

**Case 4.** You are performing a ritual at the opening ceremony for a local band performing at a bar. You are being promoted as a "Satanic Minister" but The Satanic Temple is not mentioned anywhere in the promotional material or during the performance.

**🚫 CAUTION.** This is one of those cases where "in theory" you would not need to submit the Ritual Notification Form because you are not acting in an official capacity as clergy of The Satanic Temple. On the other hand, people (including reporters) can easily do a little research and "discover" that the "Satanic Minister" who led the ceremony is was ordained by TST. Therefore, we recommend that you fill out the form as a matter of professional courtesy for the Ordination Council. That way they won't be blindsided if a reporter at the event did a little research and decides to reach out to ask about the event and what ministry means for TST.

**Case 5.** You are leading a small outdoor ritual for congregation members and their friends and family.

**✓ FORM REQUIRED.** Family members might be "trusted" but they are not congregants. Additionally, at outdoor events there is always a possibility that strangers could walk by and observe at any time. These two factors each individually would be sufficient to make this a case where the form is required.

2.03 Work for Hire. For the duration of their service as an ordained minister in The Satanic Temple, the undersigned agrees that any work they create for The Satanic Temple, or for any of its congregations or campaigns, including work created for use in any of its activities or events, shall be works-made-for-hire and The Satanic Temple shall be deemed the sole owner of any and all rights of every nature in such works, including the right to use the work in perpetuity in any matter The Satanic Temple determines in its sole discretion, unless otherwise specified by written agreement signed by both parties.

The yellow highlighted phrases define what types of work fall into the "work for hire" category. The Satanic Temple has no interest in trying to claim ownership of your personal brand, your podcast, your personal artwork, or anything else that you create as an individual and that you sell online or share with your friends.

This section exists in part because historically we have been plagued by people who decide to leave The Satanic Temple and suddenly start making demands: "I designed the congregation logo, I don't want them using it anymore!" or "I came up with the slogan my former congregation uses every year for their Saturnalia celebration, and I demand that they stop using it!" and so on. This section explicitly addresses that behavior: if you have created something specifically for use by TST, you do not get to turn around and take it away simply because you decided to leave.

...unless you set it up in advance. The blue highlighted text is very important: if you want to retain ownership and control over something you create for your congregation to use, **you can do that!** Write up a short agreement stating that you are allowing TST to use the thing you created but you retain all ownership and rights. The "Work for Hire" section of this agreement is just a *default* that you can override if you wish.

Rituals in SAMAEL are a perfect practical illustration of overriding the "Work for Hire" section in the CAMS. The form for submitting rituals to SAMAEL has specific language stating that you retain ownership of the ritual, and the form also allows you to select what type of license governs the way SAMAEL may distribute the ritual. As a result, the "Work for Hire" section does not apply to the rituals submitted to be included in SAMAEL.

## ARTICLE III. BEHAVIOR UNBECOMING A MINISTER

This article essentially is a restatement of the description of "behavior unbecoming a minister" in the Code of Conduct and that is also described on the Satanic Ministry FAQ website. By putting this in the CAMS, we are reinforcing these conduct guidelines and guaranteeing that you are aware that these standards exist. Most sections in this article are straight-forward, but the final two sections (3.04 and 3.05) have some ambiguous language and deserve discussion.

3.04 **Conflict and Personal Gain.** Ministers of Satan must not **use their status as a Minister of Satan** for personal gain in a way that constitutes a **conflict** of interest with TST, including but not limited to engaging in activities that **compete** with the interests of TST or that may **undermine** the activities of TST.

The yellow highlighted words are the key sources of ambiguity in this section. Rather than trying to come up with checklists of requirements or definitive "necessary and sufficient" definitions for these terms, let's consider some examples of scenarios that do and do not violate this section of the CAMS, and discuss why.

**Case 1:** You sell Satanic ritual candles in an online store. You do not name or associate The Satanic Temple or your status as a minister to either the store or the individual products.

✓ **ALLOWED.** The section above is specifically limited to scenarios connected to your "status as a Minister of Satan." (However, please review the Code of Conduct and ensure your store doesn't violate any other rules).

**Case 2:** You start a podcast in which you discuss Satanism. You do not mention your ordination as a Minister of Satan in any of the promotional material. The fact that you are an ordained Minister of Satan comes up from time to time in episodes, but it is not the central focus of the podcast.

✓ **ALLOWED.** The fact that you might mention being an ordained Minister of Satan from time to time isn't disqualifying for this section, because in this case there is no conflict of interest. As long as you stay away from "shit-talking" TST or its members, nothing about activity "undermines" or "competes with" TST.

**Case 3:** You create your own Satanic Recovery Process that is not connected in any way with Sober Faction, and you promote it specifically as a process "designed by an ordained Minister of Satan."

☒ **NOT ALLOWED.** This is a clear-cut example of starting up a project that overlaps with the goals of one of our campaigns. This creates conflict of interest and the potential for competition. Do not do this.

**Case 4:** You start making appearances as a guest on podcasts and interview shows in which you identify yourself as a Satanic Minister with The Satanic Temple, and you discuss your personal belief that Dissociative Identity Disorder is real and that traumatic repression of memory is a problem people should pay attention to.

**❌ NOT ALLOWED.** Even though you clearly state that it's your personal belief and that you are not representing TST, you are leveraging your status as an ordained minister in a way that conflicts with and undermines the work of Grey Faction. You might be able to avoid this problem by not mentioning TST or your status as a minister when you do these interviews. The better way to avoid this problem is not to do interviews like this at all. If you strongly believe it is your calling to speak out about "traumatically repressed memories" and the "reality" of DID, ordination in The Satanic Temple is not a great fit for you.

3.05 Community Integrity. Ministers of Satan must not engage in gossip that could undermine the legitimacy of TST Leadership, TST Ministry, or The Satanic Temple as a whole, or the integrity of specific ordained Ministers of Satan, or sow discord in any way that seeks to impact The Satanic Temple adversely as determined by The Ordination Council or The Satanic Temple.

The highlighted section gives the Ordination Council the "final word" on whether a particular instance of gossip or sowing discord rises to a level sufficient to constitute a violation of this section of the CAMS; however, this rule does not exist in isolation. The Ordination Council has created a "Policy on Minister Conduct" (available on the Minister's Dashboard) that outlines the process OrdCo uses to work together with Suryan Council and the Concerns Committee in matters pertaining to complaints about ministers.

When the Ordination Council receives a report of minister misconduct they redirect the person to submit the report to either the Concerns Committee or Suryan Council. Those are the groups equipped to do a thorough, professional, and even-handed investigation of complaints. When either group completes an investigation of a complaint involving a minister, it submits a summary of their findings to the Ordination Council so that the Ordination Council can use all of the evidence and information gathered in the investigation to decide whether the event violates anything in the CAMS or the Minister Conduct section of the COC.

Finally, although though the spirit and intent of this clause ought to be clear, we would like to nip some speculation in the bud by saying overtly that this section...

**❌ DOES NOT MEAN** ministers are "not allowed to criticize TST."

✓ **DOES MEAN** ministers must be professional, constructive, and sincere in their approach to criticism.

**❌ DOES NOT MEAN:** ministers are "not allowed to criticize people in TST leadership."

✓ **DOES MEAN** ministers must treat others in the organization as colleagues not combatants.

We expect you, as a minister, to model behavior that supports development and positive change in our organization. If you believe there is a problem within TST or with an individual's behavior, you can promote positive change by modeling leadership qualities: communicate compassionately, think constructively, and offer to help create solutions. Speculating about a person's motivations, spreading rumors about their behavior without evidence, or any other form of gossip or sowing discord aren't "criticism"—they do nothing but create drama and harm.

## ARTICLE IV. OTHER FIDUCIARY DUTIES

The opening section of this article (4.01) gives an overview of its background and intent. Any person acting as an "agent" for another party (as term you will remember from our discussion of Article I) has certain obligations that exist automatically under United States law even if they are not written explicitly in any contract. Article IV incorporates a restatement of these obligations into the CAMS for two reasons:

- To make sure our ministers are aware of these obligations, since it would be unfair to simply assume everyone knows all of the details of U.S. contract law; and
- To assert that these obligations exist for all of our ministers worldwide, regardless of their country of residence or citizenship.

This article contains a number of terms that may strike you as vague. At the top of the list of items that might grab the attention of *any* Satanist is the term "Duty of Loyalty." Section 4.02 breaks down four specific categories of duty that together constitute "Duty of Loyalty" in the context of this agreement. If you have a particular problem with the word "loyalty", you can feel free to glide on past it and focus instead on its constituent components:

- a) Duty to refrain from abusing your position
- b) Duty to refrain from acting on behalf of an adverse party
- c) Duty to refrain from competition
- d) Duty to safeguard TST's property

The CAMS expands on all four of these categories, so be sure to check out the text of the agreement and what it has to say about each one. They are generally very straightforward, with one exception:

*4.02 (c) Duty to refrain from competition.* Throughout the duration of the relationship established by this Agreement, the ordained minister shall not compete with TST and shall not take action on behalf of or otherwise assist TST's competitors.

This section stands out because terms like "compete" and "competitor" frequently come up in people's minds as possible areas of concern. We have already gone over several examples of possible "competition" scenarios in our discussion of Article III section 3.04. The examples used in that discussion would apply in this section as well. The only element of section 4.02(c) that does not overlap with 3.04 is the clause about "assisting TST's competitors."

One reason that it is difficult to define precisely what constitutes a "competitor" of TST is that there are many dimensions to the activities that TST is involved in. An organization need not even be a religious organization to compete with TST in some context. A "competitor" could be an organization that tries to pull volunteers away from one of our campaigns, or it could be an organization that sells products that mimic products sold on TST's online store, to name only two examples. If you have started working with an organization, or are considering beginning work with an organization, and you are unsure whether it might be "a competitor" of TST or not, please reach out to the Ordination Council to discuss the situation.

Article IV lists several other duties in addition to the Duty of Loyalty: Duty of Care, Duty of Good Conduct, Duty of Candor, Duty to act only within the Scope of Authority, and Duty of Compliance. The contract elaborates on each of these with a few sentences, and the intent of each one is fairly intuitive and straightforward. We expect that 99% or more of the things you will ever even consider doing as a Minister of Satan will be unambiguous: they will either *obviously* be in compliance with Article IV, or they will obviously not be.

For that last 1%: reach out to the Ordination Council and ask. Don't be shy. Keep this in mind: if you are wondering, there is a good chance other ministers are as well. If enough people email the Ordination Council to ask about it, who knows? It may even end up in future updates to this companion guide.

## ARTICLES V – VI

The remainder of the Agreement is straightforward, with the exception of one section that introduces a new concept: "religious arbitration."

6.07 Choice of law / choice of venue. This agreement shall be construed under the laws of Massachusetts. Any claim or dispute arising from or related to this agreement shall be settled by religious mediation overseen by The Satanic Temple Executive Ministry or another party the Executive Ministry appoints. The parties understand that religious mediation shall be the sole remedy for any controversy or claim arising out of this agreement and expressly waive their right to file a lawsuit in any civil court against one another for such disputes, except to enforce an arbitration decision.

Because The Satanic Temple is legally incorporated in the United States in the state of Massachusetts, you have probably seen the following language in contracts with TST: "This agreement shall be construed under the laws of Massachusetts. Any litigation arising from this agreement shall be brought in the Superior Court of Essex County, Massachusetts or in the United States District Court for the District of Massachusetts."

That language is useful for contracts like the NDA, where litigation is a very real possible outcome of a dispute. The CAMS has a more narrow scope: it defines expectations of conduct for our ministers. The most likely outcome of a minister violating a term in the CAMS would be suspension or revocation of their ordination, not litigation. And as our global ministry grows, we have to ask ourselves: are we really going to ask someone to get on an airplane to travel to Massachusetts to deal with a dispute related to the Conduct Agreement for Ministers of Satan?

Section 6.07 defines an alternative. Because the CAMS specifically pertains to ministers, their religious activity, and their ordination status, we will handle disputes as an internal matter.

Does signing this contract mean you are signing away your right to ever sue The Satanic Temple about anything? Of course not. Section 6.07 is worded intentionally to have a narrow scope: it applies exclusively to disputes "arising from or related to this agreement" (the CAMS).

## CONCLUSION

If you have any questions at any time about the applicability of any part of the Agreement to some scenario, situation, or activity, please reach out to the Ordination Council and simply ask. There is no reason to speculate or gossip about what things "might" mean when getting an answer is as easy as sending an email.

