

ARTICLE I. NAME OF ORGANIZATION

The name of the organization is Love City Satanists, doing business as The Satanic Temple Philadelphia & Eastern Pennsylvania, also known as TST-Philadelphia & Eastern Pennsylvania, and hereby abbreviated as TSTPA-E. 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.

TSTPA-E will eventually be organized under the laws of the State of Pennsylvania 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. Specific Purpose

TSTPA-E is an official congregation of The Satanic Temple. We share their core beliefs and mission:

The mission of The Satanic Temple is to encourage benevolence and empathy among all people, reject tyrannical authority, advocate practical common sense and justice, and be directed by the human conscience to undertake noble pursuits guided by the individual will. Politically aware, civic-minded Satanists and allies in The Satanic Temple have publicly opposed The Westboro Baptist Church, advocated on behalf of children in public school to abolish corporal punishment, applied for equal representation where religious monuments are placed on public property, provided religious exemption and legal protection against laws that unscientifically restrict women's reproductive autonomy, exposed fraudulent harmful pseudo-scientific practitioners and claims in mental health care, and applied to hold clubs alongside other religious after school clubs in schools besieged by proselytizing organizations.

THE SEVEN FUNDAMENTAL TENETS OF THE SATANIC TEMPLE

1. One should strive to act with compassion and empathy towards all creatures in accordance with reason.
2. The struggle for justice is an ongoing and necessary pursuit that should prevail over laws and institutions.
3. One's body is inviolable, subject to one's own will alone.
4. 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.
5. Beliefs should conform to our best scientific understanding of the world. We should take care never to distort scientific facts to fit our beliefs.
6. 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.
7. 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.

Our local goal is to create and maintain a safe community of Satanists and our allies in Philadelphia and Eastern Pennsylvania. Group activities may include meeting like-minded individuals at monthly book clubs, fundraising events, social events, and public or private rituals. The purpose of these events is to discuss Satanic philosophy,

social responsibility, and atheism. We work to apply this knowledge to improve the lives of our community members and dispel harmful myths about Satanists.

Section 3. Lobbying and Political Contributions

As a non-profit organization, TSTPA-E does not intend to lobby, make political contributions, or endorsements for political office.

ARTICLE III. CONGREGATION LEADERSHIP

Section 1. 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 Leaders and local board. Collectively, these individuals will be referred to as “The Board”. They shall have control of and be responsible for the management of the affairs and property of the congregation.

Section 2. Number, Tenure, Requirements, and Qualifications

The number of Leadership members shall be and shall consist of no less than two (2) including the following Officers: Congregation Head(s) and Lead Minister. Leadership members may not be related by blood or marriage.

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, immediately enter upon the performance of their duties and shall continue in office until their successors shall be duly elected and qualified. 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.

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 Article IV, pass annual member satisfaction surveys and are voted in by the greater congregation.

The leadership board, referred to as the Order of the Golden Jawn, shall consist of no less than three (3) members. GC shall include Congregation Leadership listed above. These positions can be appointed by Leadership but may be voted by membership.

Section 3. Regular and Annual Meetings

The Board will meet at least once every 6 months, with the first meeting of the year in March. Meeting notices will be sent by email. Meetings may occur virtually.

Section 4. Forfeiture and Removal

Any member of the Board who fails to fulfill any of their requirements as set forth in these bylaws shall forfeit their position and be removed as indicated by Section 6 of these bylaws.

Section 5. Confidentiality

The Board 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. The Board shall use discretion and good judgment in discussing the affairs of the congregation with third parties. Without limiting the foregoing, the Board may discuss upcoming fundraisers and the purposes and functions of the congregation. All discussions with the media must be approved in advance.

ARTICLE IV. OFFICERS

The officers of this congregation shall be, at minimum, the Congregation Heads and the Lead Minister. Other officers may include: Ministry Council members and Autonomous Leadership Council members. Officers and Directors may be referred to in official documents by their pseudonym. Pseudonyms shall be consistent and considered confidential.

Section 1. Congregation Leaders

Minimum 1 Congregation Heads shall preside at all meetings of the membership. They may have the following duties:

- Shall preside over all meetings.
- Shall maintain as Ministers in good standing within the Satanic Temple Ordination Program
- Shall have general superintendence and direction of all other officers of this corporation and see that their duties are properly performed.
- Shall maintain and submit reports of the operations and financials of the congregation.
- Shall keep a complete and accurate report of the finances of the congregation.
- Shall manage the email account of the congregation and respond to requests in a timely manner.
- Shall appoint Autonomous Leadership Council members to manage the social media pages of the congregation.
- 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

Section 2. Lead Minister

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

- Preside over all rituals.
- Shall maintain as Ministers in good standing within the Satanic Temple Ordination Program
- Shall take part in leadership meetings.
- Shall keep complete and accurate records of rituals.
- Shall assist members of the congregation so called to make and perform their own rituals.

Section 3. Social Media Managers

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

- Shall work with the leadership team to expand congregation presence through social media in a way consistent with the values of TST
- Shall monitor account security, comments and perform all necessary updates to maintain the platform.
- Shall make all necessary updates to our social media presence.
- This position may be split between up to two members.

Section 4. The order of the Golden Jawn

The Golden Jawn play(s) a pivotal role in the growth and operations of TSTPA-E 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 no less than 3. Duties include but are not limited to:

- Shall review all applications.
- Shall schedule interviews with potential members and other members of leadership.
- Shall communicate with potential members or inquiries sent to a shared email
- Shall update application status and report applicant status to other leadership and congregation members.
- Shall review applicant background checks, when applicable.
- Shall ensure that at least 3 members of the interview team are always involved in the approval of a new member.
- Shall ensure that members are in good standing with the congregation, in conjunction with Congregation Heads.
- Shall 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.
- Shall attend leadership meetings.
- May identify areas of growth for the congregation.
- Shall identify any concerns with potential applicants.
- Shall determine the probationary timeline of new members as outlined in bylaws in conjunction with Congregation Heads.

Section 5- Ministry Council

The Ministry Council shall assist the Lead Minister and executing their official duties. They will fulfill duties to TSTPA-E as needed which may overlap with other Officers as needed to promote the mission and values of TSTPA-E.

Section 6- Treasurer

The treasurer is responsible for maintaining complete and accurate records of all transactions relating to TSTPA-E.

Section 7. Removal of Officer

The Board may remove any officer of the Board of Directors and elect a successor. Members may request removal of a Board member with $\frac{3}{4}$ concurrence of the voting membership. No officer of the Board of Directors shall be expelled without an opportunity to be heard and 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 Board for such expulsion.

Section 8: Resignation of Officer

Membership on the Board 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 Board members may resign via email.

ARTICLE V. COMMITTEES

Section 1. Committee Formation

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

ARTICLE VI. MEMBERSHIP

Section 1. Eligibility for Membership

Application for membership shall be open to any current resident of Eastern Pennsylvania that supports the purpose statement in Article II, Section 2. Membership is granted after completion and receipt of a membership application, attendance of social events, and an interview. In some cases, a background check may be required and the costs will be incurred by the potential member. Membership shall be granted by The Board.

Section 2. Annual Dues

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

Section 3. Rights and Responsibilities of Members

- a) Probation. New members will be on probation for 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.
- b) Good standing. Good standing is achieved by coming to 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).
- c) Inactivity. One full year of inactivity results in a warning and, following 1 month of inaction on their part, the member will be removed from the congregation. When requested, reasonable accommodations will be provided for extenuating circumstances.
- d) Assumption of 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 like “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.
- e) Healthy Environment and Harassment. Members, including Leadership, are responsible for creating and perpetuating a healthy environment for discussion and work. Pursuant to the Member Code of Conduct, harassment is antithetical to our Tenets and will not be tolerated. This includes harassment of other members and the opposition.
- f) Privacy and Doxing. Doxing is a form of harassment which puts lives at risk. Members agree that private, identifying information is meant to remain private and the publishing of such information, be it of other Members, the opposition or anyone else, is a violation of our Tenets. Participation in doxing activities of any kind, be it of another member or the public is grounds for termination of membership.

- g) Confidentiality. It is understood that affiliation with TST is controversial. As stated in the Member Code of Conduct, Confidentiality is the best safety defense. Confidentiality is thus a requirement. Members have the right to choose how much information regarding their participation is shared outside of TSTPA-E. Breaching confidentiality is grounds for termination of membership.

Section 4. Grievances, Resignation, and Termination

- a) All grievances shall be directed to members of the Board as soon as possible. This may be done in person, via email, or via text-communication. It is recommended that any in-person or text-communication grievances be memorized via email promptly. The Board will keep all discussions anonymous unless it is a matter of safety or legal issue. The Board will, as a matter of policy, report any threat of harm to a person to the appropriate authorities. The Board will address complaints as necessary within leadership and within the congregation membership. Members will not send congregation-wide communications regarding issues without approval from the Board 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 thesatanicemplepa@gmail.com.
- b) Membership may be terminated immediately by the Board for the following reasons:
- a. Arrest for violent criminal charges or the granting of domestic violence protective order.
 - b. Arrest for sexual assault or misconduct, particularly involving a minor.
 - c. Participation in doxing activities.
 - d. Breaching confidentiality of members
- c) Membership may be terminated by a majority vote of the Board for the following reasons:
- a. Any item in Section 4b which Congregation Heads request a vote.
 - b. Violence, regardless of arrest.
 - c. Sexual harassment or assault.
 - d. Failure to attend events outlined in Article VI, Section 3.
 - e. Failure to comply with the member code of conduct.
 - f. Use of TSTPA-E membership as a means of personal advancement or promotion.

ARTICLE VII. MEETINGS OF MEMBERS

Section 1. Regular Meetings

Regular meetings of the members shall be held monthly, typically on the third Saturday of each month, at a time and place designated by the Board via email. Meetings may occur virtually when necessary. Meetings will be recorded. Meetings may be cancelled as deemed necessary by the Board and will resume the following month. Meetings of members may elect directors and officers, receive reports on the activities of the association, and determine the direction of the association 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. Special Meetings

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

Section 3 Notice of Meetings

Emailed notice of each meeting shall be given to each voting member, by email, not less than one week 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.

Section 4. Quorum

A quorum is not required for a meeting to occur.

Section 5. Voting

All issues to be voted on shall be decided by a simple majority (51%) of those present at the meeting in which the vote takes place. This includes the changing of bylaws. Congregation Heads will not vote unless there is a tie and will cast one joint vote.

ARTICLE VIII. BOOKS AND RECORDS

The congregation shall keep complete books and records of account and minutes of the proceedings of all meetings. Officers shall review the books and records at least annually. Only one Officer or Director as listed in the most recent signed meeting minutes is required to open, change, or close a bank account.

ARTICLE IX. AMENDMENTS

The Board may amend these Bylaws by a simple majority vote (51%) 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 prior to voting.

ADOPTION OF BYLAWS

We, the undersigned, are of the leadership, and we consent to, and hereby do, adopt the foregoing Bylaws, consisting of the preceding pages, as the Bylaws of this congregation.

CREDIT WHERE CREDIT IS DUE

The Satanic Temple Philadelphia & Eastern Pennsylvania is incredibly grateful to the good folks at The Satanic Temple Houston for providing us with a template for this document.