



Organizational Structure of The Satanic Temple

The Satanic Temple (TST) is organized at the International level into two pillars: Campaigns and Congregations. The Society of Congregations (SOC) is organized as an international Administrative Council (AC), which oversees the Regional Councils (RC), who oversees individual Congregations at the local level. TST Oregon is one of those Congregations.

Congregations **must** undergo an extensive application and vetting process before being granted permission to join the SOC.

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Two Congregation Heads: This is intended to bring balance, continuity of leadership, and split duties for state-wide work and management. Congregation Heads are the primary activities directors and treasurers. They are also the official social media managers, although others may be called upon to assist or submit material. Congregation Heads must be TST Ordained Ministers of

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Satan in good standing. In addition to confirmation by the Satanic Ministry, Congregation Heads must be recognized and approved by TST's Recognition and Onboarding Committee (ROC).

Spokesperson: This is a public relations position for interactions with public-facing entities and media. They may assist with social media and email correspondence. They have a duty to become as knowledgeable as possible about TST and its history, development, campaigns, and activities. They undergo a special media training provided by TST, and must be confirmed before acting in this position.

Regional Council Representative: Our representative on the Regional Council. They must be a TST Ordained Minister of Satan in good standing.

Congregation Council: This is a panel of individuals composed of the Congregation Heads, Spokesperson, Regional Council Representative, and a Representative from each Stygian Council. These individuals may help approve new members, plan events, write and submit event proposals, and discuss motions that are submitted by any other member around the state. The Congregation Council will also oversee funds and fundraising projects.

Stygian Councils: This is a panel of people within a geographic location who plan and execute events in their region (at least one per month for their region), as well as potentially assist in overseeing fundraising projects. They may also deal with informal grievances and perform other tasks that support the harmony and well-being of members. Currently there are two Stygian Councils, the North Stygian Council, and the South Stygian Council. The line between north and south is Oregon Highway 20.

Guild Member: Member status in a guild is the entry level of leadership within the Congregation. They must be approved by the Council and undergo a vetting process to ensure they are not a poor reflection on the mission of The Satanic Temple or TST Oregon. Activities they may engage in but are not limited to: all events open to Allies through General Congregation, as well as attend private Congregation events and rituals, closed Congregation meetings, submit proposals for events, make Congregation Motions, and vote in elections.

Council of Pandemonium: A catch-all term for all members in a leadership position: Guild members, regional panel members, council members, the congregation spokesperson, regional council representative, and congregation heads. These members have signed member agreements, and vote in Congregation elections.

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Novitiate: An individual who has attended at least 2 social functions and has declared their intention to become a Guild member. Novitiate status is granted by self-declaring as a Novitiate along with a recommendation by a Guild member. Novitiates may participate in all events open to Allies and the General Congregation, in addition to additional events where they may be specifically invited.

General Congregation: An individual who identifies as Satanist, but has not declared themselves to be a Novitiate, or has declared but has not received a recommendation by a Guild member. A member of the General Congregation may be preparing to declare themselves as a Novitiate, or simply be content with a lower level of investment in the Congregation. Members of the General Congregation may participate in all events open to Allies and the General Congregation.

Ally: An individual that does not identify as Satanist, but is here to support our members. They may come and participate in all events open to Allies.

Functions of the Congregation

- To provide a community for members, providing opportunities for social engagement, fostering camaraderie and mutual support, and building a safe and inclusive environment
- To promote Satanic education and personal development of members
- To provide for the religious needs of members
- To be a force for positive change within the Congregation's larger community

Guilds and Guild Leaders

Guilds are flexible groups meant to aid and support TST Oregon with successful completion of missions and goals, acting as an official point of delegation for leadership (when necessary). Guild members may decide to take part in more than one guild at a time. Guilds may also work together, if the project pertains to multiple Guild interests.

Guilds are state-wide endeavors and as such will mainly communicate with each other using email, video chat, social media, or digital workspaces such as Slack. The intent of the Guild is to bring people together from across the state, united in common interest and purpose, as a task-focused committee. Guild sizes are not set in stone and may fluctuate in size, depending on membership body, interests, skill sets, and need.

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During official Congregation meetings, a representative of each Guild should present their current projects, updates, concerns, proposals, and/or progress, if relevant.

Guilds may create their own mission statements, charters, handbooks, etc., as appropriate.

Guild membership within a specific guild may be revoked by the Guild Head of that guild with the approval of Council or as a result of a conduct violation. The Congregation status of Guild Member may only be revoked via the Congregation Council. The Congregation Council may create new guilds, but may only disband a Guild through a unanimous vote. Ad hoc, temporary guilds may be created to serve a special purpose, either by Council or by Motion, and are disbanded once the project is completed.

Guild Heads are the organizers of a guild and they are chosen by Guild vote, and verified by the Congregation Council. They may be simply Guild members, or they may be also serving in other leadership positions. They may serve as Guild Head until retirement or until recalled by Council, unless the Guild chooses to place defined terms or term limits. Guild Heads rank below the Regional Panel, but above Members in terms of responsibility and time commitment.

Novitates and Members of the General Congregation are encouraged to volunteer with Guild projects, but are not full members of a Guild until they become verified Guild members with a signed Congregation Member agreement.

New Guilds can be created or disbanded as needed, but there are a few Guilds that are vital to the Congregations function:

Ritual Guild – The Guild Head of the Ritual Guild must be a TST Ordained Minister of Satan. The guild members will assist the guild leader in their duties, performing such tasks as research, planning, and ritual execution.

Technology Guild – The Guild Head will lead in the planning and implementation of all IT functions, solutions, and operations which meet the needs of the Congregation. They may be called on to provide administrative/technical support to the Council and to closely advise Divisions on relevant projects. Background experience in IT and/or web design is a must. The guild members will assist the guild leader with tasks such as website creation, graphics creation, digital tools setup, hardware tools set up such as sound design at events, and technological problem-solving. The Technology Guild is the one guild that is not required to create opportunities for volunteers, as everything they do is sensitive.

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Education Guild – The Guild Head will be in charge of TST Oregon’s Satanic educational resources. They are responsible for collecting and organizing physical and/or digital tomes and articles related to Satanism. The guild members will assist with tasks such as collecting, organizing, and the lending out of books and the cataloguing of digital tomes and articles.

Iconography Guild – The Guild Head will brainstorm arts-related strategies to connect members and promote TST and TST Oregon’s endeavors. They may take the initiative on arts-related tasks proposed by the Congregation or Council. The guild members will assist the guild leader with things like merchandise, signs and banners, event fliers, and anything else requiring creative graphics.

Activism Guild – The guild leader or Activism Director will research political, religious, and/or environmental activism opportunities around the state. They should possess an action-oriented personality, connections, and a good working knowledge of politics at large, including what falls in the purview of TST Oregon. The guild members will assist them in research, proposal creation, planning, and the execution of events that may fall under this domain. The guild members are expected to have a good working knowledge of documents created by TST International with regards to effective protest and political activism.

Online Asset Structure

TST Oregon Facebook Group (Public) - This will be the public facing presence for the Congregation. Public events will be posted here in the calendar section, along with any other public information.

Allies and Novitiates of The Satanic Temple Oregon Facebook Group (Private) - This group will be for internal matters and business matters. All events open to the Allies, General Congregation, and Novitiates will be posted here in the events section. This is the “hub” where we have the largest part of our online community.

TST Oregon Member Forum Facebook Group (Private) - This group will be exclusive to members of the Council of Pandemonium. Private events, polls, and other leadership things better handled in Facebook’s format than the Slack channel happen here.

TST Oregon Slack (Private) - This is where off Facebook decisions and guild projects function.

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TST OR Congregation Slack (Private) - This is where off Facebook Announcements and social activities function.

Council Emeritus

Congregation Heads, Regional Council Representatives, Spokespersons, and Congregation Council members who retire in good standing form the Council Emeritus. Members of Council Emeritus can be invited to Council meetings as mentors or advisors, but they do not vote except as regular Council of Pandemonium members would. Members of Council Emeritus may not show up to Congregation Council meetings without an invite, in order to respect the autonomy of current leadership. They may also be called in during emergencies to fill Council positions in the event of an upheaval, but only on a temporary basis until the position can be filled via the normal procedures.

Geographic Structure: State-Wide Congregation with Divisions

- **The Satanic Temple Oregon – North** – The area between the Oregon borders with Washington, Idaho, and the Pacific Ocean north of Highway 20.
- **The Satanic Temple Oregon – South** – The area between Oregon borders with California, Nevada, Idaho, and the Pacific Ocean south of Highway 20.

Members may attend any and all TST Oregon events and meetings, whether they are part of that geographic Division or not. The dividing line is mainly for organizational purposes, voting, and accountability. Divisions are subject to The Satanic Temple of Oregon's state-wide Constitution and Member Agreement. Future expansion will be based on need.

Membership

Members of The Satanic Temple of Oregon do not have to hold any particular philosophical view to be initiated. However, they may not have bigoted, pseudoscientific, or supernatural beliefs that cause harm to people or society while also advocating for their implementation outside of their own home. Racism, sexism, queerphobia including transphobia, satanic ritual abuse, mind control, ableism, distrust in science, and anti-abortionism beliefs are prohibited. There is a grey area for non-harmful beliefs that are non-empirical. However, if they advocate for these beliefs in a Satanic

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setting, they forgo their freedom to be looked at with any credibility, possibly including candidacy for leadership positions.

Members of TST Oregon must identify as *non-theistic, atheistic, or agnostic Satanists*. Identifying as a Satanist in private is satisfactory and TST Oregon will always respect an individual's right to privacy, safety, and health. Allies and theistic Satanists can be guests at socials, book clubs, and certain rituals, but they may not attend official meetings. They may also be barred from specific rituals.

Membership Process

Candidates must hold a volunteer status with at least one Guild they wish to join, and the Guild Head of at least one guild must recommend them by the time of their interview.

Next, they will declare that they wish to become Novitiates by contacting a current Congregation Head. During this phase they must establish a rapport with members and leadership by going to events, participating in campaigns, and/or socializing online. They must also cultivate their Satanic knowledge and become familiar with the community.

When the Congregation Council decides they are ready, the candidate will be called in for an interview with at least 3 members of the Congregation Council present. This must include at least one Congregation Head. Notes from the interview must be reviewed by the entire sitting Council, particularly those Council Members who were not in attendance, along with any new notes or evidence that has been collected in the interim. Panel and Council Members may attend virtually.

Final approval of the candidate's membership must be made within two weeks and requires a simple majority vote from Council. Interviews for membership will be held at least two times per year.

Voting

All Members of the Council of Pandemonium retain the right to vote on motions and officer elections, except those who are in a probationary period due to a Code of Conduct or Member Agreement violation. Voting every time is not mandatory, but failure to appear at all votes and congregation meetings within a quarter will cause one to lose Council of Pandemonium status, without written notice for why one will be unavailable (such as military deployment).

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Stygian Council members: They are elected annually. Any member of the Council of Pandemonium in good standing may nominate themselves or be nominated by other Members. The Congregation Council will review all nominations to ensure all nominees are eligible. Regional Council members may serve as many times as they are voted in, with no limit. Former Congregation Heads, or any other former position-holding individual may serve as a Regional Officer following their previous service if they left their position in good standing. Stygian Councils will select their representative to Congregation Council, with approval of Congregation Heads. If the Congregation Heads veto the Stygian Councils choice, the Stygian Council must choose another representative.

Congregation Heads and Spokesperson: Congregation Head is an elected role in TST Oregon, but these roles require one to be a Minister of Satan in good standing, and to be vetted by the ROC. Currently serving Congregation Heads and Spokesperson have a responsibility to be constantly on the lookout for potential replacements, and to assist them in their education accordingly. This is to ensure a smooth transition whenever possible.

Motions: Motions are state-wide and require Council agreement to be brought before Members. They may or may not include but are not limited to: charitable events, forms of activism to be engaged in by Members, amendments to the Congregation's constitution, impeachments, member removals, or financial decisions. Majority votes of 66.6% are needed to pass a motion.

Impeachment

Impeachment with regard to a leadership role does not necessarily mean that the membership of the impeached is in jeopardy; just that their removal from their leadership position is being considered. However, a Congregation Officer's membership *can* be revoked.

If a Congregation Head or a Council Member is impeached, no congregation functions under their domain can occur until the matter is resolved.

If a Regional Officer is impeached, that Officer cannot convene any Congregation functions until the matter is resolved.

Any Council Member or 2/3 of a Regional Panel may place upon anyone a temporary ban from Congregation functions of up to two weeks, including under circumstances that the party imposing the ban does not feel necessarily warrant a motion of impeachment, such as loss of self-control at an event. If at the end of the two weeks, the banning party feels that the ban should continue, the

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ban continues for up to two additional weeks pending a Council vote on whether to either reinstate the banned person's event attendance, or whether to file a motion of impeachment. There is no such thing as indefinite suspension. The Council must choose either reinstatement or impeachment.

If the Council finds that the reasoning for the temporary ban was frivolous, the ban may be grounds for impeachment of the banning party.

Incident Investigation: The Temporary Tribunal

If a grievance is filed against a member of Council, a temporary tribunal composed of Council Members (shown to be free of conflicts of interest) and pertinent Guild Members may be formed to fairly investigate the issue. It will disband when the matter is settled.

Universal Impeachment Proceedings

If any Member, including Officers, is impeached by motion, that person is temporarily suspended from all congregation functions pending conclusion of the review of their impeachment case. The Council (or, in the case that a Council Member is impeached, the remainder of it) shall have two weeks from the filing of the motion of impeachment to review the circumstances of impeachment and determine whether they think there are grounds for removal. If the Council feels there are not, the impeachment motion is dismissed. If the Council feels the impeachment motion was warranted, the issue of whether to remove the impeached person shall be put to Congregation-wide referendum. Since it is believed that one's regional colleagues are likely to be a better judge of one's character than Members with whom one less frequently interacts, special consideration should be given to input from said regional colleagues when making this determination. This includes fellow Guild members.

I. Membership

Grounds for impeachment include but are not limited to repeated refusal (as opposed to formal abstention) to vote in congregation referenda and officer elections; absence from congregation activity for extended periods of time with no explanation; flagrant violation of the Tenets of TST, the TST Member Code, TST Oregon Member Agreement, TST Oregon Code of Conduct, TST Oregon Constitution; patently unethical behavior including stalking, threats, and harassment; and

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demonstration of any of the ethical or behavioral issues that would preclude one's becoming a Member in the first place, as outlined in Section III.

II. **Council**

Grounds for impeachment of a Council Member include but are not limited to refusal to respond to Congregation-related communications from other Council Members, refusal to vote on congregation motions, frivolous or unjust impeachment motions or event bans, and in general, unsatisfactory performance with details to be included.

III. **Regional Panel**

Grounds for impeachment include, but are not limited to: failure to contribute to the coordination of regional events or activism, failure to respond to regional coordination-related communications from either of the other Officers and Council Members, and repeated ineffective conduction of events.

IV. **Congregation Head**

Grounds for impeachment include but are not limited to failure to submit Council-approved proposals to the SOC Regional Council, prolonged failure to attend congregation functions, failure to respond to the congregation-related communications of leadership, repeated ineffective conduction of congregation events, and a clear violation of the Code of Conduct.

If a majority of the Council votes to remove a Congregation Head, they shall submit such a motion to the ROC.

V. **Spokesperson**

Grounds for impeachment include but are not limited to misrepresentation of TST, the Congregation, or Congregation Members, general poor communication, and the neglect of duties pertaining to media liaison work.

Removal proceedings are as with a Congregation Head.

Responsibilities of Membership

Council of Pandemonium Members are responsible for abiding by the terms of their signed Membership Agreement and their signed Code of Conduct. Additionally, Members are responsible

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for following through on any commitments made to the Congregation (*e.g.*, completing work the member has volunteered to undertake).

While members may make close friends and comrades as a result of being a part of The Satanic Temple, we encourage all to remember that we are dedicated to action, which requires a dedication of time, work, and resources. We expect all members to behave professionally and to uphold the Code of Conduct whenever affiliating with Members and Allies of TST Oregon.

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CODE OF CONDUCT

I. Introduction

This document describes the values and expected behaviors of the members of The Satanic Temple of Oregon (TST-OR). The Code of Conduct is a living document that may be changed at any time. It is also subject to contextual situations, including the educated application of the general values herein described when necessary, by the community of members or by leadership.

II. Members

This document applies to all members of TST-OR. It does not apply to affiliates, guests, or other local community members. Members are defined as those who have been vetted and have passed the interview process to become official members of the congregation.

III. Tenets

- One should strive to act with compassion and empathy toward all creatures in accordance with reason.
- The struggle for justice is an ongoing and necessary pursuit that should prevail over laws and institutions.
- One's body is inviolable, subject to one's own will alone.
- 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 one's own.
- Beliefs should conform to one's best scientific understanding of the world. One should take care never to distort scientific facts to fit one's beliefs.
- People are fallible. If one makes a mistake, one should do one's best to rectify it and resolve any harm that might have been caused.
- 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.

IV. Core Values

I. Solidarity

We are enmeshed in overlapping systems of power rooted in a history of unchallenged theocracy. As individuals, it is our responsibility to acknowledge those systems, and make alliances with the dispossessed. Collectively, it is our task to liberate ourselves and others via positive assertion of our values, rather than attacking the opposition.

II. Pursuit of Knowledge

Members should be constantly trying to find the next forbidden apple in the Garden of Eden that is life. Members should understand that learning is a lifelong endeavor.

III. Vigilance

Political action, serving the community, and learning all require dialectic between cautiousness and focused attentiveness that is best described as vigilance. Members should strive to keep their wits about them and goals in mind at all times, particularly in the face of hatred, ignorance, and theocracy. Members should also stay vigilant in their words and acts in that they possess the power to change public opinion about Satanism.

IV. Respect & Equal Opportunity

We believe that everyone is entitled to respect and should have an equal opportunity to contribute to our work. We will treat everyone with respect, including those who oppose us. Members have the right to disagree with one another. We encourage all to listen to the thoughts of our comrades and understand that we all have a diversity of experiences and beliefs. Additionally, values of dignity and respect encompass recognition of different roles within the movement, including those of other activists, volunteers and staff. These different roles imply differing constraints and authority.

V. Social Conscience

Members undertake their work in the interests of The Satanic Temple and the wider international movement. They do not seek to gain financial or other material benefit for themselves, their family or friends through this work.

V. Additional Guidelines for Behavior

This section provides guidelines to inform the conduct of members in specific situations. These guidelines are not exhaustive but are provided to help members negotiate dilemmas that can arise.

I. Public statements and interactions with media

All public actions and statements must be approved by the TST SOC. If a member is approached by the media or asked for any official statement regarding an action or belief relating to TST, all members must refrain from comment and refer the inquiring party to the Congregation heads, who will refer them to the proper channel within the TST SOC. If someone in the media asks you a question on the spot, be very clear that you only speak for yourself, and not the Congregation or TST at large.

II. Public actions- Protesters and law enforcement

Members must refrain from confronting protesters, both verbally and physically. We must never show disrespect to the opposition, regardless of their slander and attacks on reason. If a member feels physically threatened or uncomfortable at any point, they should leave the area. Discuss a plan of action prior to any public demonstration if you expect a potential encounter with law enforcement or public officials. It is encouraged to peacefully record any interactions with the public. Report any threats of violence to the Congregation Heads and if serious, the police.

III. Socializing, courtship, and other interactions with fellow members in person or online

Do not send another member a naked picture of yourself unless you have gained their full consent beforehand. Do not continue to pursue if they have already told you no. Do not continue to pursue another member if they are clearly ignoring you, whether your purpose was romantic or simply friendship. If a member crosses any of these lines, please inform the Congregation Heads.

IV. Confidentiality

Members should respect confidentiality, including documentation. Internal information should not be shared beyond members of the local congregation. Members' names, contact information, and meeting locations are also considered confidential. If you are ever unsure, do not share it.

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Nondisclosure Agreements of any kind should always be adhered to. Breaking an NDA is subject to termination of membership, including disqualifying you from future Congregation membership.

V. **Health & Safety**

Members are expected to take responsibility for their own health and safety and the health and safety of others when undertaking work or organizing events on behalf of TST Oregon. We cannot stress the importance of confidentiality as our best safety defense.

VI. **Copyright**

Material produced by The Satanic Temple is the property of the organization. Consent for use of logo, name, or other identity materials may be approved for use for specific projects. You may not use any official materials without prior approval. Approval may be withdrawn at any time.

VII. **General Drama**

If there is an established pattern of drama surrounding an individual Member, Council may place a temporary ban upon them and conduct an investigation. If the Member is found guilty of wrongdoing, sabotage, dishonesty, unhealthy communication and/or general poor social choices without the appropriate follow up per Tenet 6 (such as an apology or taking responsibility), their membership may be terminated. If a Council Member is found to be creating a pattern of choices that damage the impartiality or the respect of the position, similar actions may be taken.

VI. Online Code of Conduct

As a member of TST, your interactions with others, both online and off will be held to TST Oregon's Code of Conduct. As an individual, we support your freedom of speech and freedom to hold your opinions. Members' behavior, however, reflects on the organization as a whole and also builds the internal culture of TST. All TST members' online conduct must be free of harassment, stalking, threats, abuse, insults, defamation, or humiliation. This includes, but is not limited to, demeaning comments of an ethnic, religious, sexist, or racist nature, in addition to unwanted sexual advances or intimidation by email or online.

In social media spaces provided by TST-OR, all members are subject to the posted rules of the group, in addition to the code of conduct and the online code of conduct.

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As a member of TST, always assume that what you publish on the internet is permanent. Anyone can easily print out a comment or save it as a screenshot. Remember, TST is often engaged in legal suits, and exchanges online have the right to be exposed in the case of a deposition. Think before you hit “send.”

Using TST in connection with surveys, contests, pyramid schemes, chain letters, junk email, spamming, or any duplication or unsolicited messages is prohibited and will result in termination from the organization. It is also strongly recommended that you do not use TST’s name or social media spaces to promote your personal business without explicit permission.

Any public fighting between TST members *about TST related matters* should be taken to a private conversation. “Fighting” is defined as actions or words that are overtly combative with no observable intent to foster harmony, understanding, or education. If mediation is needed, it will be provided by Council.

“Vaguebooking” or vague, passive-aggressive online comments about internal organizational matters, or making public comments about or sharing screenshots from privileged or private communications is a **violation of non-disclosure agreements** and this code of conduct.

Unless an issue has been specifically addressed by TST, do not invoke TST's support of your position in personal arguments.

VII. Special Consideration for Members of Leadership

I. General Conduct

As an officer in the Congregation, you are not only a leader to those in your congregation, but you are also a *de facto* representative of The Satanic Temple in the eyes of the public. As such, it is important to:

- Lead by good example
- Conduct yourself in public and at meetings in a manner that garners respect
- Be cognizant of your online presence
- Do not publicly discuss past behaviors that were illegal or unethical. Remember that there are those who will try to discredit TST by discrediting you: do not hand these people tools with which to do so.

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As a leader in The Satanic Temple, you hold a position of power relative to your membership. Personal safety and inclusivity are the backbone of our mission statement. It is essential that all members feel safe in their interactions with you. Members should never feel as though they have to sacrifice their safety or dignity in order to stay in favor with leadership. To that end:

- No leader shall use their position for personal, political, financial, or sexual gain/favor among membership.
- Show caution around flirtatious behavior or sexual banter with members, including:
 - Non-consensual sexual or romantic advances
 - Discussion of personal sexual history or bragging about sexual encounters in inappropriate contexts
 - Unwanted comments on members' physical appearance, physique, beauty, etc.
 - Making sexually suggestive statements to or regarding members in inappropriate contexts.
- Exercise caution about having romantic or sexual relationships with other members.
- Do not accept, reward, or offer sexual or romantic favors to or from members or reward sexually or romantically flirtatious behavior with favorable treatment.
 - Favorable treatment includes providing priority access to resources, communication, feedback, event proposal approval, mentorship, and/or advice.
- Where existing relationships may cause a potential conflict of interest, they should be disclosed to all other members at the same leadership level of the organization, and above, as applicable.
- Do not solicit or accept personal, sexual, romantic, or financial favors or gifts from members with the intent of granting favorable treatment or reward.

Remember that as a leader in The Satanic Temple, it is your duty to forward the goals of The Satanic Temple and to uphold the organization's mission statement and values. It is expected that people in positions of authority will recuse themselves from situations in which their relationship with a member would present an ethical dilemma or a conflict of interest. If a relationship becomes problematic to internal functionality, leadership has the responsibility and authority to intervene and address the situation.

II. Professional Communication

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All professional communication between TST leaders, whether through email, text message, in-person, etc., should be handled in a respectful and honest manner.

Members of leadership should assume good faith by other members of leadership and address other members of leadership in a professional, collaborative manner.

Be cognizant and respectful of other leaders'/members' stated, preferred methods of communication.

Recognize the existence of power dynamics between different levels of leadership/membership and how that dynamic affects communication.

Public internet communication regarding TST matters or in TST spaces should be held to a professional standard.

Leadership should respect confidentiality. Internal documentation, information, and communication should not be shared outside of official communication channels or without proper approval.



Member Agreement

Members of the Oregon Congregation of the Satanic Temple agree to uphold the Seven Tenets whenever possible and strive to impact the world positively through nobility in action and in thought. By signing this agreement, you commit to always striving to conduct yourself in a way that reflects your involvement in the Congregation as something that is admirable according to our tenets.

Membership is a privilege and subject to termination for failure to conduct yourself in a manner consistent with the spirit of The Satanic Temple. If you violate the Code of Conduct, you may be placed on a three month probationary period or dismissed immediately, depending on the severity of your actions, including the endangering of the goals of The Satanic Temple.

By signing below, you agree to uphold the following principles and you realize that a breach of any of the following could result in dismissal as a Member of The Satanic Temple Oregon.

As a Member of The Satanic Temple of Oregon, I agree:

- 1) To keep all TST business confidential. I will not disclose meeting locations, rituals campaigns, or other potential actions with non-TST members or in any public forum.
- 2) To keep private the identities of other TST members with which I come into contact.
- 3) To respect and uphold the Tenets and the Code of Conduct of my Congregation.
- 4) That I will never engage in hate speech, harassment, or bullying of others in person or online.
- 5) That I will never make public statements in person or online that could be construed as “official” TST announcements or positions without prior approval from Administration Council leadership.

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- 6) That I will not carry out public actions such as charity, using the name and/or logo of TST without prior approval from my Congregation Heads.
- 7) That I will not use the name, logo, or reputation of TST for self-promotion.
- 8) That I will be an active member of the community to the best of my ability, where finances, physicality, and mental health allow.
- 9) That I am at least 18 years of age and am signing this agreement of my own accord.

Print Name: _____

Signature: _____ Date: _____

Some Ways of Participating in the Congregation

- Attend Congregation meetings and social events
- Volunteer to work on Guild projects and Congregation events
- Apply to join a Guild
- Participate in discussions in the Congregation's Facebook group
- Self-nominate for a Council position (subject to openings being available)
- Participate in Congregation Educational events
- Build friendly/working relationships with fellow Congregation members
- Socialize with members of the General Congregation
- Research new potential projects for TST Oregon
- Research activities and social opportunities for TST Oregon

The Satanic Temple's Guidelines for Effective Protest

<https://thesatanictemple.com/pages/the-satanic-temple-s-guidelines-for-effective-protest>

1. Protest is an act of free speech, and protesters must respect free speech

- Free speech does not include the right to harass, slander, or incite violence
- Being offended is not the same as being harassed; The Satanic Temple offends many people because they are offended by Satan, but that does not give others the right to silence us
- If you think people should not have the right to offend others, then you should not be involved with protest because that assertion offends The Satanic Temple.

2. Have a clearly articulated position with tenable demands and a practical well-defined statement for what constitutes achieving your goals

- If the mission is to end the persecution of some group, this is not a meaningful goal because the objective is vague and open to subjective opinions regarding what constitutes persecution and whether that persecution is coming from a source that can be confronted. Concerns must be narrowly defined
- Do not presume a broad following is indicative of a coherent plan for constructive change. Catchy slogans and unattainable goals may yield a large following with substantial financial backing, but they will not lead to beneficial social transformation in the absence of articulated objectives that are feasible and they will likely promote social divisiveness and exhaust the revolutionary energy of supporters

3. Effective protest is founded on a legitimate theory of change that is exemplified by the structure of *IF I do X, THEN Y will happen BECAUSE Z.*

- For example, *IF* TST forms a Satanic organization with sincerely held beliefs and demands the same rights that are granted to other religious entities, *THEN* either a broader range of people will also be able to enjoy these privileges or certain privileges will no longer persist for an arbitrary elite *BECAUSE* of the legal protections and rights under the First Amendment and the 1964 Civil Rights Act

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- Raising consciousness can be legitimate if it is part of a well-conceived broader strategy, but it is not legitimate as a goal because awareness of injustice does not lead to ending injustice without a strategy. If you are being brutally attacked by a madman, would you want thousands of people to know you are being attacked through the raising of awareness or would you want just one person to physically intervene?
- If you cannot come up with a legitimate theory of change, you do not have a viable approach
- It is easy to convince oneself that an ill-conceived theory of change is legitimate, so run your theory of change by intelligent impartial third parties to make sure it is sound

4. Protest must be based on a principle as opposed to identity politics. Everyone benefits from the pursuit of well-conceived principles

- If you oppose *all* discrimination based on religion, then you stand for a principle; however, if you only oppose discrimination of Satanists, then your movement is divisive and counter-productive because you are only looking to protect one group and thereby establish a new privileged class by disregarding other groups that are affected by the same kind of discrimination
- Virtue is defined by the quality of one's principles, not by the degree of one's victimhood

5. Stay focused on specific issues and do not adopt issues that you think are analogously related

- Oppressed groups are not all alike; adopting the agenda of another oppressed (or seemingly oppressed) group and merging it with your movement will co-opt your movement and undermine its integrity

6. Stand for issues and principles – do not reflexively support the entire agenda of parties, organizations, or individuals

- Fighting partisan politics with partisan politics avoids any possibility for engaging in introspection and leaves little hope for constructive outcomes
- Defend principles not people. If you support or ignore overreaches of power because they are claimed by a politician or political party you support, those new powers will carry forward to those whom you may not support
- By standing for issues, there are more options for commonality with people who may otherwise have become adversaries

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7. Do not allow narratives to prevail over facts

- When well-intentioned individuals, organizations, journalists, or filmmakers play fast and loose with facts in the service of a narrative, they dramatically undermine legitimate causes when the facts come to light
- If you rely on propaganda, staged reporting, distortions, half-truths, or outright lies in the service of a “greater truth,” that should be a wake-up call that your position is unsound and should be abandoned

8. Restrict your movement to people who believe in the principles of your movement

- Allowing your protest movement to be open to anyone with an agenda results in a lack of focus
- A small group of people committed to addressing the same issue will accomplish more than a large group united under one banner, but with competing interests

9. If your protest calls for the deprivation of rights and liberties of others, intimidates others, harasses or threatens others, silences others, then you are an enemy of freedom no matter what the justification

10. Engaging in, promoting, inciting, and/or celebrating physical violence that deliberately targets civilians is never justifiable

- If you justify your involvement with people who deliberately try to murder civilians by invoking a narrative about justice, then you are dangerously delusional

MINORS POLICY

- I. Minors are not allowed at official meetings because minors cannot be Members by definition and meetings are only for those with Member status. Exceptions can be made for babies and toddlers that are not aware of adult conversation.*
- II. Minors are not allowed at Book Club although exceptions can be made for babies and toddlers that are not aware of adult conversation.*
- III. Minors are not allowed in the Facebook group, or any other online chats or social media endeavors engaged in by TST Oregon.
- IV. Minors may be allowed at designated social events. HOWEVER, TST Oregon is not responsible for anything your child sees or hears.
- V. Use parental discretion, as we will not ask or expect Members to change their natural expression in Satanic settings.

*Speak with a Congregation Head FIRST

Invocation of The Satanic Temple

"Let us stand now, unbowed and unfettered by arcane doctrines born of fearful minds in darkened times. Let us embrace the Luciferian impulse to eat of the Tree of Knowledge and dissipate our blissful and comforting delusions of old. Let us demand that individuals be judged for their concrete actions, not their fealty to arbitrary social norms and illusory categorizations. Let us reason our solutions with agnosticism in all things, holding fast only to that which is demonstrably true. Let us stand firm against any and all arbitrary authority that threatens the personal sovereignty of One or All. That which will not bend must break, and that which can be destroyed by truth should never be spared its demise. It is done. Hail Satan."

NATIONAL CAMPAIGNS



Grey Faction

Conspiracy theories in the 1980s led to irrational fears of the existence of satanic cults that perpetrated horrific crimes that often included outlandish supernatural components. Some licensed therapists capitalized on these narratives and exploited their patients by pressuring them to create false memories under hypnosis.

Some people were caused to falsely believe they have endured traumas, and they often implicated family members and friends in these easily disprovable fabrications. Grey Faction staged its first demonstration in San Francisco against the International Society for the Study of Trauma and Dissociation (ISSTD), an organization that promotes conspiracy theories, the pseudoscience of false memories, and psychiatric abuse in general.

Grey Faction offers a number of ways to volunteer, including research, letter writing, audio & video transcribing, direct action protests, and more.

Learn more about Grey Faction at <https://greymfaction.org>



After School Satan Club

In 2001, the Supreme Court ruled in *Good News Club v. Milford Central School* that schools may not discriminate against religious speech and thereby affirmed the rights of religious organizations to operate clubs on public school premises after school hours. Child Evangelism Fellowship, which mounted the lawsuit, used this ruling to establish hundreds of evangelical after school clubs designed to proselytize to children. In response, The Satanic Temple formed the After School Satan Club (ASSC), to be introduced only in districts where the Good News Clubs operate. The ASSC cannot be legally denied where other religious clubs have a presence.

For more information on ASSC, visit <https://afterschoolsatan.com>

Religious Reproductive Rights Campaign

Consistent with our tenets that call for bodily autonomy and acting in accordance with best scientific evidence, TST religiously objects to many of the restrictions that states have enacted that interfere with abortion access. TST is taking many steps on behalf of our members and those who share our beliefs to establish exemptions from laws that do not promote the health and safety of patients and violate our conscience and beliefs.

To learn more about TST's Religious Reproductive Rights Campaign, visit

<https://religiousreproductiverights.com>. To donate to the Religious Reproductive Rights Campaign, visit donate.thesatanictemple.org

Protect Children Project

The Protect Children Project utilizes the First Amendment to protect public school students from corporal punishment, solitary confinement, physical restraints, and the deprivation of bathroom access, as these abusive practices violate The Satanic Temple's religious belief of bodily inviolability. When a student registers at protectchildrenproject.com, TST notifies their school board that harming this student would violate their civil rights. A billboard announcing the Protect Children Project was erected in Springtown, TX, where a male assistant principal, Kirt Shaw, brutally spanked two teenage girls despite school rules prohibiting such actions. Michael Kelley, the superintendent of Springtown, lobbied the school board to change the policy retroactively to allow male faculty to spank female students.

To learn more about the Protect Children Project, visit <https://protectchildrenproject.com/>

THE SATANIC TEMPLE OF OREGON

GRIEVANCE REVIEW REQUEST

Members who are unable to resolve an issue with another member, disagree with an action of leadership, or believe another member or body is violating a tenet, guideline or core value as laid out in TST Oregon's official constitution, may file a grievance by filling out this form and submitting it to the Council. If the grievance is filed against the Council, then a Tribunal composed of appropriate Guild Members may be formed and utilized to help resolve the issue.

Member Name _____ Date _____

Contact Information _____

Describe the reason(s) for filing the grievance. Be as specific as possible by including names, dates, and the violation you believe to be relevant.

Have you tried to solve the issue on your own? What did you do?

Did you report your issue to any members of leadership? What was the outcome?

What would be your most desired outcome from this grievance review request?

Please add anything else you would like us to know. You can also attach additional documents, letters, or evidence.

SIGNATURE OF PERSON MAKING REQUEST _____

PLEASE SEND THIS FORM TO: tstoregon@gmail.com

INTERNAL CONGREGATION EVENT PROPOSAL

This form is to be used by TST Oregon members for proposing events or projects to Congregation leadership. It must be submitted to Congregation leadership at least one month before the date of the planned activity (more for big projects or outward-facing events). All official Congregation events must be approved by the Congregation Heads. All events intended to be open to the general public, or for which there is any public or media exposure, must also be approved by the SOC Regional Council. The more detailed and specific your proposal is, the more likely it is to be approved. Please send completed internal event proposals to tstoregon@gmail.com. Please note that the SOC Regional Council rarely approves protests or counter-protests. If you are considering a protest/counter-protest action, please first read [The Satanic Temple's Guidelines for Effective Protest](#) and ensure that your proposal meets the criteria laid out in these guidelines.

EVENT TITLE:

DATE PROPOSAL SUBMITTED TO CONGREGATION LEADERSHIP:

DATE(S) OF PROPOSED EVENT/PROJECT:

The first set of questions focus on the question "What will you do?" Please be as specific as possible, including the names of locations, venues, or other resources you will draw upon when appropriate.

What actions will be taken (please list specific steps with as much detail as possible):

What resources will the Congregation need? How do you see the Congregation acquiring those resources?

What support will you need from Congregation leadership (if any)?

What resources or support will the Congregation need from TST National Organization (if any)?

Are you willing to take a role in making this event/project happen? If so, how involved do you intend to be? (i.e., helping to lead, helping with organization, helping with smaller tasks)

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Are there other considerations or concerns related to carrying out this event?

PHOTO RELEASE FORM

TST OREGON

I, the undersigned _____

Address

City Country Postal Code

Do hereby authorize The Satanic Temple of Oregon mandated members or their representatives, the following commercial use, publicity, or informational purposes in print, audio, video, digital media, or any other formats:

1. The right to use my name or pseudonym, image, likeness, and biographical information.
2. The right to publish photographs and video footage of me.
3. In the event an interview is conducted, the rights to quote, paraphrase, reproduce, publish, or otherwise use all or any portions of the interview.

I understand that no remuneration or counterpart of any nature, commission or royalties, are owed to or will be received by me.

By signing this authorization, I hereby release TST Oregon mandated members or their representatives, from any and all claims and liabilities arising from the rights granted herein.

This authorization is effective on the date of this document and will remain effective indefinitely.

I understand, however, that the within authorization can be revoked at any time.

Signed on the _____ day of _____,

Location _____,

Signature _____

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I HAVE READ THIS ENTIRE HANDBOOK AND I CERTIFY MY UNDERSTANDING AND AGREEMENT WITH THE CONTENTS THEREIN

Signature _____

Name _____

Date _____

(OFFICIAL COPY)

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*I HAVE READ THIS ENTIRE HANDBOOK AND I CERTIFY MY UNDERSTANDING AND AGREEMENT
WITH THE CONTENTS THEREIN*

Signature _____

Name _____

Date _____

(MEMBER COPY)