



**THE TEMPLE OF
WITCHCRAFT**

MINISTERIAL HANDBOOK

Introduction.....	3
Seminary Program	3
Ministerial Membership	3
Ordination	4
Donations to the Temple	5
Ministerial Church	5
Lead Ministers.....	6
Deputy Ministers	6
Volunteers	6
Seminary Students.....	6
Guilds	6
Ministries & the Ministerial Church	6
Ministry of Aries Mission Statement	7
Ministry of Taurus Mission Statement.....	7
Ministry of Gemini Mission Statement	7
Ministry of Cancer Mission Statement.....	8
Ministry of Virgo Mission Statement	9
Ministry of Libra Mission Statement	9
Ministry of Scorpio Mission Statement.....	9
Ministry of Sagittarius Mission Statement.....	10
Ministry of Capricorn Mission Statement	10
Ministry of Aquarius Mission Statement.....	10
Ministry of Pisces Mission Statement	10
Mentorship Program	11
Eligibility & Qualifications.....	11
Program Structure.....	11
Continuing Education for Ordained Ministers	12
Frequently Asked Questions	12
Q: How long does it take to become a Minister of the Temple?	12
Q: What is required to become a Minister of the Temple?	12
Q: How do I volunteer?	12
Q: How do I become ordained?	12
Q: How do I start an official group in the Temple?	13
Q: How do I become a Deputy Minister?	13
Q: How do I become a Lead Minister?	13
Q: How do I make donations?	13
Spiritual Code for Ministerial Members	14
Responsibility.....	14
Community	14
Spirituality.....	14
Reverence	14
Tolerance	14
Boundaries.....	14
Mediation	14
Empowerment	14
Ethical Guidelines for Pastoral Care and Spiritual Counseling	15
Definitions	15
Other Professional Identities.....	15
Relationship Dynamics.....	15
Self Determination	15
Conflicts of Interest.....	15
Minors	16
Physical Contact	16
Sexual Harassment/Contact	16
Confidentiality, Privileged Communication, and Privacy	16
Informed Consent	16
Continuing Education/Continuing Education Unit Credits (CEUs)	16
Payment for Services and Bartering Policy	16

Length of Treatment.....	17
Termination of Services.....	17
Unethical Conduct.....	17
Setting.....	17
Impairment.....	17
Competence	17
Misrepresentation.....	17
Resources.....	17
Opening the Astral Temple of Witchcraft	18
Opening the Temple.....	19
Closing the Temple	20
Temple Ordination Application.....	21
Application to Mentor	22

INTRODUCTION

Welcome to the Temple of Witchcraft Ministerial Program. As the Temple is divided primarily into three bodies – Mystery School, Seminary and Ministerial Church – this manual is for those Honored Members who are enrolled or plan to enroll into the Seminary and for the Ministerial Members, those who have completed their studies in the Seminary Program. Outlined within are the structure, organizational practices, benefits and obligations of a Ministerial Members of the Temple of Witchcraft.

The purpose of the Seminary Program is to train High Priestesses and High Priests of Modern Witchcraft for both public and private work. The Seminary training is an extension and in many ways, culmination of the previous four levels of the Mystery School. Much of its training is mystical in nature, for the evolution and improvement of the student as an individual. The training also includes information and experiences to prepare the student to be a minister in our community of both flesh and blood, as well as spirits and gods. Training involves theology, public speaking, large and small public ritual, rites of passage, stewardship, community building and spiritual counseling.

This manual will also outline the various areas of ministry and potential leadership positions one might seek to fill in the Temple, including ordination requirements and continuing education.

We hope that if this program and structure meets your own spiritual needs and goals, we can work together in education and service in the Temple of Witchcraft.

Blessed Be,
Christopher Penczak
President & Co-Founder

SEMINARY PROGRAM

The Seminary School is the Fifth and final degree of the Temple, based upon the element of Spirit and the mysteries of both Resurrection and Service. The goal of the course is to build a Living Temple of Witchcraft, a sacred space within and without that goes where you go and interacts with all you come into contact. Through this work, the Witch becomes like the crossroads, the sacred space, the temple, and life becomes an act of ritual and service. Through visionary meditation, ritual, personal challenges and further psychic development we integrate the sacred living magick into daily life. The work brings a deep sense of self awareness, healing and transformation for all who partake of it.

In the course program, we divide the work into two intensive periods based upon the Descent of the Goddess and the Journey of the God. In the Descent of the Goddess portion of the course, a seven week intensive class, we explore the inner temples of initiation through the myth of Inanna. We use her journey through the seven gates as a model for study and explore the cross cultural references to the seven fold initiatory process, including: Tools of the Goddess, Chakras, Magical Planets of the Ancients, Castles of Celtic Myth, Alchemical Processes and the Miracle of Bread

Topics include exploring the origin of your soul through the Great Ages and sacred Motherlands, awakening the ancestral powers, using shamanic techniques for facing your fear, going beyond your limits psychically, balancing the four selves, the power of silence, third eye initiation, advanced soul anatomy and working with the Crown of Humility.

The second portion of the course, a year long monthly program exploring the Sun's journey through the twelve zodiac signs and the labors of the Hero's journey. Through it you explore twelve faces of the divine, while also learning leadership, healing, counseling ritual and teaching skills as we explore theology, religion, pagan history and world mythology.

The year culminates the nineteen lessons with a final initiation ceremony. As the formula for initiation changes in the coming aeon, no one can truly initiate you in the deepest mysteries of magick and spirit except for yourself. This course of study provides the program for you to do this self-work and experience the transformation. Those who complete this course will have developed a strong ministerial foundation to better serve yourself and the community as a High Priestess or High Priest.

MINISTERIAL MEMBERSHIP

Ministerial Membership is granted to any and all who successfully complete the Seminary Program with all course work fulfilled. Ministerial Members are actively involved in leadership positions within the Temple and its Ministerial Church, helping provide service and advancement for the community. While Seminary Students are required to participate in the Ministerial Church in some capacity, and graduated Ministerial Members are encouraged to take part in the Temple's activities, they are not required to do so upon graduation.

Only Ministerial Members can lead one of the Twelve Zodiac Ministries.

Ministerial Members have the option to be legally ordained, but are not required to do so. Ordination grants specific benefits and also carries further responsibilities to the Temple.

Any Ministerial Member in charge of organizing any ritual, workshop, performance, circle or any other gathering is responsible for ensuring all necessary liability insurance either through the Temple, or the facility renting space. The Temple is not responsible for events where appropriate insurance has not been arranged.

ORDINATION

Ministerial Members in good standing can apply for legal ordination within the Temple. Legal ordination grants the High Priest/ess the legal right to perform marriages and funerals, as well as eases any restrictions regarding hospital visits or prison visits as professional clergy. Ordination is highly recommended for any and all Ministerial Members who seek to do the work of professional clergy full or part time. Ordination is not required to be a Ministerial Member or do work in the Temple and is in now way expected or required, nor is anyone entitled to ordination simply because they are Ministerial Members in good standing. Ordination is the very last step in the ministerial process, and while service is appreciated, ordained ministers represent those who have not only done the work, but are active in the community, have a vision for their ministerial work in relationship to the Temple, and embody the ethos, ideals, and principles of the Temple to represent us in the outer world as ministers. Ultimately ordination indicates a profound level of trust the leadership has in the ordained minister and that often takes time to develop.

Applicants for ordination should be involved in service and volunteering with the Temple. The process of volunteering and developing can be considered a level of "on the job training" as powerful, educational, and transformative in its own way as the Mystery School. We do hope to have a more robust set of ministerial skills classes as part of Libra ministry, that is currently in development.

When deciding upon candidates for ordination, the Board of Directors looks at an applicant's understanding and use of spiritual principles in their life, volunteer work, mentoring, conflict resolutions, and communication. Each situation is a unique circumstance and we have no time line or expectation of outcome and allow the process for each potential minister to unfold as time goes on. We have no goals of who, or how many, we think should be ordained in each class as part of the recognition of the unique process. The process can be as important as the actual ordination. Ordination also comes with a energetic ritual, not just a legal stamp, and like any initiation or elevation, we look for people to be on stable ground in all areas of their life and relationship with the Temple, as it often tends to create the initiatory upheaval of that person's life.

Ordained ministers become part of the Temple's referral network for professional clergy, including referrals for rites of passage, public ritual, spiritual counsel, psychic readings, teaching and spiritual healing work. Only ordained ministers in the Temple will be considered for positions as "official" teachers within the Mystery School and Seminary. Ordained ministers have several options to continue the work of the Temple directly with the main body of the Mystery/Seminary, volunteer in the other eleven areas of service, or in certain select cases, through the establishment of a number of approved groups:

- ◆ **Training Coven** – A long term working group specifically designed for the minister to take the students through the five degrees of the Temple, as a group or individually over a period of time.
- ◆ **Modern Coven** – A modern organizations of the coven structure, with graduates of the Mystery and Seminary School gathered together in a Aquarian cycle of rotating leadership and roles to learn, develop, grow and support one other equally.
- ◆ **Circle** – A less formal organization meeting once a month to study and grow, often based upon a specific theme, topic or area of magickal ministry.
- ◆ **Branch** – An extension of the Temple's main activities, potentially including a physical branch including aspects of the Mystery School, Seminary and Ministerial Church in a new location. Branches are not fully independent temples or charters to establish new temples, but extension of the work of the main Temple organization in a different geographic location, under the full direction of the Temple's leadership structure, with the same roles, rules and responsibilities.

Such a group must be approved and authorized by the Temple through a separate application process to be an official Temple organization and in general, we favor the class format within the Mystery/Seminary School training than coven and circle structures, but realize that in certain situations, a circle or coven structure is more appropriate.

Students whose main motivation for attending the Seminary School is ordination, rather than magickal education, personal development and spiritual evolution are encouraged to look at other options outside of the Temple for legal

ordination. Graduates are not prohibited from seeking legal ordination through other institutions that offer more independence or align with their vision of ministry, as long as their advertisements of such services does not directly or indirectly imply ordination through the Temple of Witchcraft.

Ministerial members are not prohibited from seeking ordination through organizations with different criteria, separate from, or simultaneously with Temple ordination. There are many times when an individual graduate has a different mission, scope and vision, or a desire for great independence to craft their own ministry outside of the Temple and we wish them every success. There are many ways to serve and not all of them have to be through our terrestrial organization.

Qualified Ministerial Members are required to submit an Ordination Application for Review by the Temple Leadership and Board of Directors. The application will include areas where you desire to serve as an Ordained Minister and two letters of recommendation from Lead Ministers, Board Members or Teachers within the Temple to support the application, ideally from those who have directly worked with you and can speak of your service record in the community. Once a Ministerial Member's application for ordination is approved, it will be followed by an official ordination ceremony. The Temple reserves the right to modify or change ordination requirements and education as our programs and mission expand, though such changes will not affect those ministers already ordained by the Temple as long as all other requirements are met.

Ordained ministers are required to continue their education, through the use of our Continuing Education Program. Through a series of electives, the ordained minister is expected to continue to develop and deepen skills, knowledge and understanding to better serve the community. Adjunct courses available to Honored and Ministerial Members officially offered by the Temple can fulfill the ordained minister's Temple CEU (Continuing Education Unit) requirement. Ordained members are required to have 9 Temple CEUs (9 Hours) every three years. For those who are unable to take official Temple Classes pre-approved for CEU requirements can, with prior Temple approval, meet this requirement with either direct self-study or through other local coursework. Ordained ministers who do so will receive a Letter of Good Standing as well as a membership card indicating their official ordination as legal clergy through the Temple. Ordained ministers should check with their state and local (county) regulations on clergy and any necessary paperwork for the area will be provided.

Ordained ministers are required to be actively participate in the ministerial work of the Temple in some approved capacity.

Ordained ministers are required to donate a percentage of all monies collected for any and all official Temple events and referred services (see below).

Ordained ministers wholeheartedly receive the support of the Temple, its resources, website, mailing list and network for official Temple events and to support the individual ministries of each ordained minister. Mentors and guides for the ordained minister will be available to navigate the world of professional clergy. Ordained ministers are ultimately responsible for checking with local state and county authorities to any specific legal requirements for clergy in their area.

Donations to the Temple

All Ministerial Members, ordained or not, are responsible to donate a percentage of any and all monies collected for any sponsored or sanctioned event, class, ritual and ministerial service. Suggested donation is 10-30%. If the Temple refers a client for healing work, handfasting, wiccaning, psychic reading, spiritual healing or other work, we ask that you help support the Temple for this service and donate a portion back to the Temple. Official events organized and run directly by the main body of the Temple will automatically have a portion of the collected monies going to the Temple and another portion to the organizing minister, if any. All donations should be coordinated with the Treasurer, reported with all necessary details.

MINISTERIAL CHURCH

The Ministerial Church is the branch of the Temple that serves the community directly. Within it are twelve distinct areas of ministry, each based upon one of the twelve zodiac signs. Each Zodiac Ministry has three areas of work. The first is an area open to the greater public. The second is work focused primarily within the greater Temple membership. The last is the esoteric and mystical component of the work, often done privately in small groups for the betterment and evolution of the Temple of Witchcraft, and the world.

Lead Ministers

Each of the twelve Zodiac Ministries is led by a “Lead Minister” for that sign. The Lead Minister is responsible for the overall organization and running of the specific ministry. The Lead Minister sets the tone, style and work of the Mysteries, under the general purpose and guidelines of the Temple. Each of the Lead Ministers report to one of the Temple’s Board of Directors, based upon element. Fire Zodiac signs will report to the President. Water Zodiac signs will report to the Vice President. Air Zodiac signs will report to the Secretary. Earth Zodiac signs will report to the Treasurer. The Advisor to the Board is available to all Lead Ministers for aid, trouble shooting, brainstorming and general mediation with the board. Lead Ministers are required to give monthly reports to the Board of Directors, updating the Board on the work and plans of the Ministry.

Lead Ministers serve for a period of one year, using the secular year from January 1st to December 31st. Lead Ministers can serve an unlimited number of consecutive terms at the position, at the discretion of the Board of Directors. Potential new Lead Ministers are chosen by, and approved by the Board of Directors. Potential Lead Ministers can apply direct to one of the Board Members for consideration. Ideally new Lead Ministers are chosen by October 31, and the period between October 31 to December 31st serves as a training and transition period for the new Lead Minister. The Board of Directors can terminate anyone in the position of Lead Minister at any time for failure to appropriately administrate the Ministry, for a conflict of vision or a breach of conduct.

Deputy Ministers

Each of the twelve Lead Ministers can have up to three Deputy Ministers, one for each of the three areas (Public, Temple and Esoteric) of ministerial service. Deputy Ministers specialize in their area of service and aid the Lead Minister in the work of that specific area in the Temple. The Lead Minister has the purview on how much discretion and authority each deputy has. Deputy minister will help oversee and organize the volunteers in the ministry.

Deputy Ministers serve for a period of one year, using the secular year from January 1st to December 31st. Deputy Ministers can serve an unlimited number of consecutive terms at the position, at the discretion of the Lead Minister of the stated ministry. Potential new Deputy Ministers are chosen by, and approved by the Lead Minister, usually in consultation with the Board of Director who has final approval of all Deputy Ministers. Potential Deputy Ministers can apply direct to Lead Minister for consideration. Ideally new Deputy Ministers are chosen by October 31, and the period between October 31 to December 31st serves as a training and transition period for the new Lead Minister. The Lead Minister and the Board of Directors can terminate anyone in the position of Deputy Minister at any time for failure to appropriately administrate the appropriate section of the Ministry, for a conflict of vision or a breach of conduct.

Volunteers

Any member of the Temple of Witchcraft (General, Honored, Ministerial or Founder) can volunteer in the Ministerial Church. Based upon interest, talent and calling, a volunteer will be placed within one of the twelve Zodiac Ministries, with a mentor. The mentor will outline the details of the work and provide any additional instruction or aid.

Seminary Students

All enrolled seminary students must volunteer in the Ministerial Church in some capacity approved of by their main instructor during the time of their Seminary Training.

Guilds

Lead Ministers can create and organize “Guilds” within the area of their ministry. There are smaller organizational bodies organized around a specific theme within the ministry. Guilds can branch out in various geographic locations where the Temple operates. For example, the Leo Ministry can have a music performance guild consisting of members who sing, drum and play other music instruments at public rituals.

Ministries & the Ministerial Church

As the Temple of Witchcraft is divided into a Mystery School, Seminary, and Ministerial Church, Students and Graduates of the Mystery School and Seminary are encouraged to do their spiritual community work through the mentoring programs of the Ministerial Church.

The Ministerial Church is divided into twelve major areas of service. Each is based upon one of the twelve zodiac signs and its archetype as taught in the Seminary school. Each of the twelve ministries is further subdivided into three areas. The first is a public area of service to the greater community. The second consists of work primarily for the

Temple and its members. The third is the mystical service provided to the community, often unseen and unheard, but vitally important nonetheless.

The twelve ministries are each overseen by one Lead Minister. Each of the Lead Ministers are graduates of the Seminary, forming a twelve person advisory committee to the Temple. The Temple's Board of Directors oversees the members of the Advisory Committee.

Students of the Mystery and Seminary Schools are advised to look at the areas of service and seek out additional mentoring to serve our community both in the physical and spiritual worlds.

Ministry of Aries Mission Statement

The Aries ministry of the Temple of Witchcraft was established to protect and defend the Temple and its members and to promote psychic and physical self-defense awareness. The Aries ministry will also provide correspondence and resources to witches, pagans, and heathens serving in the United States military. The Aries ministry accomplishes this mission by warding and protecting the Temple, educating its members in both psychic and physical self-defense techniques, and making contact to military personnel.

Aries wards through ritual and spell-work and educates by offering workshops, martial arts instruction, and a schedule of events designed to enhance its Temple members' magickal and self defense abilities and self-confidence no matter their level of expertise. Aries provides military support through outreach programs and a pen-pal exchange.

It is the intention that each Temple witch through study, determination, sincerity, and sought wisdom will uncover and strengthen their inner warrior. The Temple will also serve as a place of support for our United States military personnel who identify themselves as witches, pagans, or heathens.

Ministry of Taurus Mission Statement

The Ministry of Taurus, working as a pillar of the Temple of Witchcraft, seeks to embody harmony with Mother Earth and facilitate spiritually enhancing use of the natural resources the Earth provides. Encompassed within that are thoughts, words and actions which enhance and support the physical well being of the planet and all creatures with whom we share her. The Ministry of Taurus will be responsible for the care and maintenance of the physical aspect of the Temple, including any buildings and grounds owned by the Temple.

To Achieve that goal, the Taurus Ministry will:

- ◆ Develop and present educational programs on topics of environmental education and conservation that are synergistic with our witchcraft philosophy.
- ◆ Develop a resource list and guidance for healing and protection of both domesticated and wild animals, and education and service in the area of animal communication and energy healing for animals.
- ◆ Annually, or more often if needed, organizing and enacting rituals for the purpose of environmental and planetary healing.
- ◆ Perform or arrange for building and grounds maintenance, and plan and carry out ritual to strengthen and aid the physical structures and land owned and utilized by the Temple of Witchcraft.

Ministry of Gemini Mission Statement

The purpose and mission of the Gemini Ministry of the Temple of Witchcraft is to embody and act as a channel for the spirits of communication, paradox, and the synthesis of opposites we call the "queer spirit".

On the mental-material level, the Gemini Ministry is the face of the Temple (many faces, really), communicating our work and our beliefs to both Temple members and to the outside world. Towards that end, we will create and maintain diverse channels of communication, including e-mail, websites, social networking, and podcasting, along with written materials in both printed and electronic forms. Both craft and artistry will inform our work.

On the social-organizational level, the Gemini Ministry balances the faces of the trickster: asking the impertinent questions and using communication (along with wit and good humor) to deflate the over-weened ego, shatter hardening dogma, and to lift up the flagging or downtrodden spirit. Towards that end, we will create and promote practices and rituals to allow Temple members and officers to look at things from different perspectives.

On the magical-spiritual level, the Gemini Ministry embodies the Two-Spirit path, what we call "the Queer Spirit" of those who are between the worlds of male and female. Towards that end, we shall explore, record, and guard the Queer Mysteries, and honor our unique ancestors, spirits, and guides, and the faces of those greater Powers revealed to us. We will secure the circle that encloses our people, and ensure our place in the greater circle of the Temple.

All that we have said, we will do. So mote it be!

Ministry of Cancer Mission Statement

Cancer Ministry for the Temple of Witchcraft is the Mother providing caretaking, nurturing and support of the home. The ministry provides and supports the growth and development of women in divine feminine.

Cancer Ministry shall aid in Social Services by:

Organizing food drives.

- ◆ To include collecting non-perishable food items during sabbat gatherings and other socials.
- ◆ Collected items will be donated to local organizations until the Temple of Witchcraft has its own food pantry.

Provide social services information to families and individuals in need to include:

- ◆ Information on where to obtain food, lodging, clothing, medical and other social services as needed.
- ◆ Fundraising moneys for families in dire need. Such as money donations, yard sales, etc.
- ◆ Clothing drives for families in need.
- ◆ Developing a housing project.

Cancer Ministry shall organize and support the children's ministry by:

Providing appropriate TWC religious based education during monthly sabbats.

- ◆ Encouraging creative process during the child's religious learning.
- ◆ Helping children form magickal circles and create ritual for sabbats & esbats.

Offering rites of passage for developmental milestones.

Assist in arranging resources for child birth and support for pregnant families by:

- ◆ Gathering information for midwifery and locating midwives, doulas and birthing centers.
- ◆ Providing education of birthing options, to include allopathic and natural options.
- ◆ Creating and supplying resources for family programs pagan and otherwise.
- ◆ Offering rites of passage for expectant parents and siblings, as well as, rituals to welcome the new life.
- ◆ Offering wiccaning/paganeing dedication rituals for the new child.

To support communion with divine feminine, the Cancer Ministry shall:

Organize and hold women's circles each month to include rituals for the spiritual growth.

Support women of the pagan community with the goal of enhancing a deeper relationship to Goddess and the divine self.

Offer and provide rites of passage for the maiden, mother and crone aspects of each woman.

Offer appropriate trainings in women's mysteries.

The Cancer ministry of the Temple of Witchcraft shall seek out and combine efforts of the temple's other ministries to cultivate strength and support in completing the works of this mission. So mote it be!

Ministry of Leo Mission Statement

Our first form of magick is art. our ancestors form of magick working was done through art; thy made magick through cave paintings, drumming, song and dance. Art can show love, express pain and tries to describe the indescribable. As art opens hearts and minds, that is one reason the forces of control often seek to suppress or censor it. Art has many forms: Drawing, Music, Painting, Writing, acting, crafting, Cooking, Sculpting, Sewing, Dancing and so many others, the list seems endless. Any form of expression is a form of art. You are a form of art. The archetype of the Leo Ministry is the Artisan, the creator of art in service to the divine to make magick. In accordance with this principle, the work of the Leo Ministry, as the embodiment of the Artisan, shall include:

Encourage and mentor the work of artisans and performers to express the spiritual and divine aspects of existence and the path of the Witch. Our art shall also include ritual music and performance in support of Temple rituals, events and on its own as an expression of spirituality.

Share our art with the community. Quality art will be used to help raise funds and support the Temple and further the art and culture of Witchcraft, including products such as t-shirts, patches, buttons, mugs, clothing, rituals tools, as well as audio and visual recordings. Our production efforts will be in conjunction with the local and community business owners whenever possible, to give back to the community where we live. The Leo Ministry will work in cooperation with Copper Cauldron Publishing in creation of art for books and the release of musical and meditation recordings. We will work with the Temple and provide for any of its graphic or advertising needs to create a uniform artistic image of the Temple and its ministries.

Create a support and mentoring system for assigning Temple members to explore the magick of art, including the creation of ritual tools for public and personal use.

Arrange rituals of prosperity, as needed, with other Lead Ministers, to aid them in achieving success in their ministries, and in turn success for the Temple as a whole.

Ministry of Virgo Mission Statement

The Virgo ministry embodies empowerment for itself and others. Virgo achieves this empowerment by supporting those working in the Temple, offering instruction, and facilitating healing, and by creating tools to further the Craft and teaching others how to do so. Towards these ends, the Virgo ministry intends to do the following:

- ◆ Maintain a healing list on a lunar calendar from new moon to new moon, allowing Temple members to coordinate their healing efforts.
- ◆ Provide spiritual support and comfort for those in the process of healing and recovery.
- ◆ Guide those with the skills to aid others in the Temple to their proper place within the greater web of the Temple.
- ◆ Produce goods to support the work of the temple and to sell for Temple fundraising.
- ◆ Work in conjunction with the Gemini ministry to produce a directory of healers and counselors to assist those in need in finding appropriate assistance.
- ◆ Facilitate Reiki shares and healing rituals for Temple members and general public.
- ◆ Work in conjunction with Sagittarius to provide education to Temple members on healing and crafting.

Ministry of Libra Mission Statement

The Ministry of Libra has a three-fold mission: Conflict Resolution, Public Relations, and Higher Education. These responsibilities are interrelated and focus on Justice, Communication, and Discernment. In each of these aspects the Ministry seeks to present our Tradition and TOW in the most positive light, and articulate a vision of the Craft and of the Temple which enhances each members' sense of self-worth and self-esteem and which will attract new members seeking a Community for their Spiritual and Magical growth.

Conflict Resolution

- ◆ The Ministry of Libra shall be the ministry responsible for conflict resolution within the TOW Community.
- ◆ Employing the tools of Alternative Dispute Resolution – including but not limited to Mediation and Arbitration – the Ministry will seek to maintain harmony or re-establish amicable relations between individual members, or between ministries within the Temple.
- ◆ Appropriately trained and experienced Ministry members will be available to provide Alternative Dispute Resolution services to the wider Magical Community.

Public Relations

- ◆ The Ministry of Libra shall provide a strong and coherent voice to the outer community on issues that affect Witches, the Witchcraft Community, and related Magical Communities.
- ◆ Trained Ministry Members will be available to speak with the Press when the perspective of a Witch or Magical Practitioner is required, although not speaking for the Temple as a whole.
- ◆ Ministry Members will stay informed concerning the perception of Witchcraft, Magical Practice, and TOW in the Press and on the Internet – and shall keep TOW Leadership Appraised of any developments, positive or negative.

Higher Education

- ◆ The Ministry of Libra shall make available resources and support to those wishing to make Witchcraft or the Magical Arts their focus in an academic setting.
- ◆ The Ministry will seek to identify opportunities within the field of higher education and academia for those wishing to research the history, philosophy, or cultural impact of Witchcraft.

Ministry of Scorpio Mission Statement

The Mission of the Ministry of Scorpio as a Ministry defined within the Temple of Witchcraft is to act as guardian for and work to affirm the inherent worth and dignity of every person. Our goal is to provide a ministry of hope and caring so that no member, or family member, of The Temple of Witchcraft will be left alone or in need during a time of crisis regarding terminal illness or death. Our covenant to the Temple and her membership is to establish a network of trained priest/ess who are willing to:

- ◆ Visit the terminally ill at home, in the hospital or in hospice,

- ◆ Support friends and family involved in care giving of those same persons,
- ◆ Support those preparing for death and, when and where necessary, act as psychopomp for the departed soul,
- ◆ In times of sudden, unexpected or violent death, offer support, comfort and the necessary or requested aid to the grieving family,
- ◆ Offer comfort to the bereaved,
- ◆ Offer teaching and training to the priest/ess of the Temple regarding, developing positive attitudes towards the issues, both personal and societal, of death and dying,
- ◆ Offer open-minded support to those seeking and exploring their relationship with the divine through sacred sexuality,
- ◆ Offer teaching and training to the priest/ess of the Temple regarding the creation of and development of positive attitudes towards issues, personal and societal, surrounding the sacredness and life affirming potential of sexuality
- ◆ Maintain an altar of blood and spirit ancestors, which acknowledges and honors the diverse traditions represented by the Temple membership.

Ministry of Sagittarius Mission Statement

The Sagittarius Ministry sacred duty is to provide spiritual educational opportunities to the community. Our tradition is one of experience, not simply belief. Education in the history, mythology and magickal techniques is the gateway in which we experience the wisdom of our tradition and we are dedicated to open this gateway to sincere seekers of the tradition. The Sagittarius Ministry is responsible for overseeing the two of the Temple's main bodies, the Mystery School and Seminary, which operate both in person events and online courses. We organize and administer the classes and teachers of both complimentary schools, as well as additional workshops outside those main bodies open to educating General Members and the public. We also seek to educate the general public through overseeing the production and distribution of religious educational texts and media materials for those unable to directly attend Temple events, but wish education in our teachings. The deepest spiritual duty of the Sagittarius Ministry is to maintain communion with the Hidden Company, the Mighty Dead of our Timeless Tradition who have attained the next phase of spiritual evolution and now act as guides and teachers to us all, guiding the Temple of Witchcraft from the inner worlds. It is our sincere goal that all who work in our tradition have the opportunity to walk the path to join the Hidden Company and the only way to walk that path is to enter the Gateway of the Mysteries. Our educational path opens the inner gateway and guides us on the path of inner initiation.

Ministry of Capricorn Mission Statement

The mission of the Capricorn Ministry of the Temple of Witchcraft is to encourage and support healing, change, and spiritual development by serving the public and the Temple community through work focused in three primary areas:

- ◆ Outreach to and advocacy for pagans incarcerated within the United States, the families of incarcerated pagans, and victims of crime.
- ◆ Creating, facilitating, and maintaining an archive of rites of passage rituals that span the human life cycle.
- ◆ Facilitating trainings, rites, and rituals in men's mysteries and maintaining a strong spiritual link with God and divine masculine energy via public and private ritual.

Ministry of Aquarius Mission Statement

The Mission Statement of the Aquarius Ministry is to encourage, plan, implement, community building events, festivals and meetings. To build a foundation of community to both serve the inner temple community and greater community. As part of our Mission the Aquarius Ministry will coordinate disaster relief for worldwide as well as local disasters by coordinating, gathering & distributing collected monies and materials to those affected. The final part of our mission is to provide for the Temple leadership creative, "out of the box" ideas.

Ministry of Pisces Mission Statement

The Pisces Ministry of the Temple of Witchcraft shall organize and execute the rituals for the Wheel of the Year Sabbats and the Esbats, sufficiently advertising such rituals and coordinating with the Sagittarius Ministry for workshops/classes to utilize any rented space to its maximum capacity. These rituals are open to the public.

Once per month a healing ritual shall take place, with themes such as soul journeying, ecstatic postures, and creation of potions/tinctures. These may be coordinated with the Virgo Ministry. These rituals will be limited to thirteen participants, require pre-registration, and are only open to members.

Divination services for the Temple will take place once per month, or as requested by the Board, utilizing Tarot, Astrology, Pendulum, Runes, and various scrying methods. A journal of these findings shall be kept by the Head or the

Deputy of the Pisces Ministry and be available for viewing by the Board. Special circumstances concerning the Temple that require divination shall be logged into the journal and copied to the requesting Minister.

MENTORSHIP PROGRAM

Through the Temple's Mentoring Program we hope to offer not only mentorship to the next generation of Witches undergoing Temple training, but also provide an opportunity for potential future teachers to gain experience. Occult tradition tells us that each of us must train our "replacement" in a previous level of spiritual initiation before we can truly advance, and that we must pass on our power at least once before leaving the physical world upon death. This mentorship program provides a foundation in aiding others on their spiritual journey, to help more experienced Witches pass their experience and perspective onto others within a proven framework of training. It's a powerful way to be a part of the continuing work of the Temple even when you cannot be physically present at local events.

Eligibility & Qualifications

Mentors must be at least of Honored members in the Temple. You must be at least a graduate of the level you wish to mentor and either currently enrolled in, or a graduate of, the next level. Ideally Mentors should be graduates of both Witchcraft I and Witchcraft II before starting to mentor. Witchcraft III and IV students are encouraged to mentor students in levels I and II, but are generally required to do so with at least one student as part of the Witchcraft III and IV training program. Only Ministerial Members (i.e. graduates of Witchcraft V) are eligible to mentor students in the seminary program (Witchcraft V). If a member is not in good standing or on probation for any reason, they can be suspended from the Mentorship Program. Exceptions to these rules will only be made on a case-by-case basis by the Sagittarius Lead Minister and approved by the Board of Directors.

Program Structure

The Mentorship Program is ideally suited to the online experience of the Mystery School and Seminary Programs. Each student is required to submit monthly homework online. Those who act as mentors will be assigned to a student. That student will be required to submit homework to the mentor, and the mentor will be given first opportunity to guide the student with comments and questions, copying the instructor on the correspondence. This instructor will then give feedback to both the mentor and the student for each lesson, copying both simultaneously or, when necessary, responding to each individually.

The mentor's response will copy the homework text in its entirety, and comments, questions, and encouragement will be interspersed with the original homework text. Feedback can range from a few sentences for each lesson to larger paragraphs and back and forth discussion. Amount of feedback differs from lesson to lesson and student to student, as each is individual in their style and might provide more or less detailed homework. Often the response is encouragement and praise when things are done well, as the exercises are straightforward and either were done correctly or not at all. We suggest mentors be encouraging to newer students and those in the Witchcraft I and II programs, but increasingly challenging at the more advanced levels, questioning the student on the hows, whys, and experiences of a lesson. Usually the time required for most students is one or two emails per month, taking 5 to 30 minutes for appropriate responses.

The mentor determines if the homework is satisfactory and "accepted" or if the assignment is unsatisfactory and must be resubmitted. Assignments are not graded in terms of A, B, C, D or F, and mentors are discouraged from doing so or using such terms.

Homework is generally due on a specific day each month, though with online students, there is a tendency to be either early or late. The mentor is required to respond to the student within 15 days of the due date, or if late, 15 days from the receipt of the homework, unless other arrangements have been made between the mentor and student on a case by case basis. Mentors are not required to track down late homework assignments, but if a student has been "absent" for an extended period of time, they are encouraged to touch base with the student and enquire as to their status in the class and offer any guidance and aid that would be appropriate and helpful.

Students are encouraged to go to their mentor for questions involving Witchcraft but outside of the scope of the monthly lesson. Mentors can work directly with students and determine if phone calls or in-person meetings would be helpful to the student and the mentor. Such extra time is *not* required, and no student should expect it. While mentorship is a spiritual relationship, and often personal and spiritual counsel and guidance come into play, mentors are *not* counselors and not qualified to give psychological aid. Students are required to have all necessary medical support systems in place prior to starting the class, including any necessary therapists, counselors, psychologists or psychiatrists.

All members should make such suggestions to students when necessary and refer students requiring specifically in-depth spiritual counseling to a qualified ordained minister in the Temple.

Ideally, a mentor progresses along with a student, and one mentor can mentor a student from Witchcraft I all the way through Witchcraft V, providing consistency and learning how to mentor in the varying degrees of training. Students can request new and different mentors and mentors can request new and different students when necessary due to a personality clash or different working styles and incompatibility. These reassignments are at the discretion of the Sagittarius Lead Minister and/or specific course instructor. Any issues that arise between the mentor and student can be brought to the instructor's attention by either party to be addressed.

Mentors are encouraged to take part in the online discussion group for the class of those students they are mentoring. They are to help shape the conversation towards productive ends, propose new topics and, when necessary, moderate any conflicts, particularly if the instructor is otherwise occupied. Some mentors will be given "moderator" status on the mailing list, able to stop or delay questionable conversations and emails when necessary.

Mentors should only take the number of students they reasonably feel they can safely and ethically mentor in the course of a month's time via email. Such numbers vary with each mentor. If a mentor is overwhelmed or needs help, it is the mentor's duty to inform the instructor of the course and renegotiate expectations and requirements. Mentors continue in any program at the discretion of the instructor, but if the mentor disagrees with the Instructor's decision, matters can be brought to the Sagittarius Lead Minister and, if necessary, the Temple Advisory Council and Board of Directors.

All mentors, even those not of Ministerial Membership, are still bound by all the guidelines and regulations of both the *Membership Handbook* and *Ministerial Handbook* when dealing with students. Please read both thoroughly before partaking in the program.

Experienced mentors can, with approval by the Sagittarius Lead Minister, take on students outside of the online program, and eventually be part of the faculty of the Mystery School and Seminary.

Continuing Education for Ordained Ministers

The Mentorship Program is an excellent way to see how the Temple of Witchcraft training system has expanded over the years to include more information, meditations, audio recordings, and a Book of Shadows style of supplemental lore. Mentors receive all of this additional media as part of the program at no extra cost. New textbooks or CD Companion recordings are not be provided to mentors.

Those Seminary Members seeking ordination are required to complete an application for ordination, including previous leadership and ministerial experience. Mentoring is an excellent way to gain such experience in the Temple and receive a letter of good standing from the Sagittarius Lead Minister.

Ordained ministers are required to continue their education to keep their ordained status within the Temple. Each ordained minister is required to fulfill nine (9) hours of Continuing Education every three years through Temple and approved non-Temple education services. Mentorship can count towards hours of the Continuing Education. Each student mentored in one course counts as three (3) hours of Continuing Education.

FREQUENTLY ASKED QUESTIONS

Q: How long does it take to become a Minister of the Temple?

A: Generally the program is set for a five-year minimum, though some trainings are accelerated and others are decelerated depending on the student and the instructor.

Q: What is required to become a Minister of the Temple?

A: One must graduate from all previous levels (Witchcraft I through IV) and requirements of the Mystery School and successfully complete the Seminary Training (Witchcraft V) and requirements to become a Ministerial Member, considered a High Priest/High Priestesses of the Temple.

Q: How do I volunteer?

A: Contact the Temple via the website or speak to a minister after an official event and inquire. Review the twelve Zodiac ministries, and keep in mind what areas you might be interested in serving and what you want to do. The Temple will put you in touch with the appropriate coordinator in that ministry.

Q: How do I become ordained?

A: Fill out an Ordination Application once you graduate from the Seminary program.

Q: How do I start an official group in the Temple?

A: Official groups are only to be started and administered by ordained ministers. Ordained ministers are welcome to submit an application for a new group to the Board of Directors. Applications are found at the end of this document.

Q: How do I become a Deputy Minister?

A: First volunteer and be active in one of the twelve ministries. Speak to leaders within that ministry and either approach the Lead Minister of that sign or, for some, you may be approached directly about fulfilling such a role. All Deputy Ministers are appointed by the Lead Minister of said ministry, with final approval from the Board of Directors.

Q: How do I become a Lead Minister?

A: Lead Ministers are chosen by the Board of Directors. If you have a desire to be a Lead Minister and fulfill all the requirements, please write to the Board via our website and inquire about any upcoming positions. All Lead Ministers *must* be approved by the Board of Directors.

Q: How do I make donations?

A: Donations can be sent via Paypal through our website, or by check or money order mailed to:

Temple of Witchcraft
PO Box 2252
Salem, NH 03079

If donating due to ministerial work, please make a note of the event/class/ritual when you send in your donation.

SPIRITUAL CODE FOR MINISTERIAL MEMBERS

The following guidelines are aspirations we encourage our Ministerial Members, ordained or not, to embody to the best of their ability. They represent ideals in the Temple of Witchcraft we are all working towards. Those who are not in harmony with these core ideals may not be suited for Ministerial Membership.

Responsibility

We take responsibility for our words, thoughts and deeds, observing the balance of nature and spirit, and strive to live the essence of the Wiccan Rede in “harming none” whenever and wherever possible.

Community

We recognize the value of community and work to develop and nurture our community and tradition. While being leaders, we also recognize we are truly called to serve. We honor our obligations to our spiritual community but are also mindful of responsibilities to family, friends, local community, and country.

Spirituality

We actively work on our own spiritual evolution, education, and healing, exploring new mysteries while grounding them in the wisdom of Witchcraft. We maintain a spiritual practice that nourishes us on a physical, mental, emotional, and spiritual level, keeping a healthy balance where we can be of service.

Reverence

We honor the Divine as both Goddess and God, immanent in the Earth and Universe, and transcending beyond the bounds of space and time. We strive to honor and protect the world, and our immediate environment. We work in service and partnership with the Divine.

Tolerance

We respect other views of Witchcraft, Wicca, Paganism, Magick, and Spirituality, even when we do not necessarily agree with them. Clear and honest dialogue is encouraged, even when the result is to agree to disagree.

Boundaries

We maintain appropriate boundaries, treating others with respect while acknowledging our own vulnerability and personal issues. Whenever there is a personal conflict of interest with a student, client, or other Temple member, refer those seeking aid to another Ministerial Member within the Temple, or to a qualified minister outside of the Temple who can provide appropriate aid.

Mediation

When disputes occur within the Temple or the larger community, we seek a peaceful resolution for all parties involved. Whenever possible, we seek mediation to settle the disputes fairly and equitably, calling upon our sisters and brothers in the Libra Ministry.

Empowerment

We seek to claim our own power as Witches, meaning that we take action, work for beneficial change, and own the outcome of our choices. We also seek to empower others, preferring to teach them to do for themselves (and to own the outcome of their choices) rather than doing things for them, whenever possible.

ETHICAL GUIDELINES FOR PASTORAL CARE AND SPIRITUAL COUNSELING

The Temple of Witchcraft ministerial members provide various spiritual services to the community. Spiritual counseling and guidance is one aspect of these services. This document is to serve as a guide in these encounters to assist ministers with ethical boundaries and to protect them and the community members they serve.

Definitions

Pastoral Care includes the activities of informal conversations and more formal counseling sessions which involve communicating concern or reassurance during times of difficulty, hospital visits and helping with spiritual advice by providing a ritual or meditation in response to events (i.e., Scorpio ministry write up on an altar to set up upon the death of a loved one).

Spiritual counseling falls under the pastoral care umbrella but denotes more time and care with the community member. This means establishing an appointment in a private office where one on one (or a couple or family) spiritual counseling or healing services occur for a fee. Spiritual counseling should be brief, supportive, and limited to spiritual techniques versus psychological techniques, unless the minister is trained in mental health techniques. Spiritual techniques include rituals, meditations, flower essences and other techniques that are part of the minister's training. The minister should maintain a referral database for situations where the client needs deeper psychological care or extended long term care is required which would create a dual relationship with the client if they regularly attend Temple events in which the minister is involved.

Pastoral care is provided by ministers in other faiths as part of their employment. The Temple ministers provide a fair amount of their services on a volunteer basis so delineation of services they would charge for versus do as part of their volunteer role need to be clearly defined with the clients they serve in order to maintain appropriate boundaries. These services vary depending on which ministry and minister is involved.

Other Professional Identities

If a minister is also a member of another service or healing profession such as Clinical Mental Health Counselor, Social Worker, Life Coach, Reiki practitioner, etc., then the minister is responsible to the Ethical Guidelines of that profession in addition to the guidelines detailed here. If the community member requires mental health counseling, the minister should consider whether these needs are better served by an outside referral to avoid developing a dual relationship.

Relationship Dynamics

Ministers should be mindful of the imbalance of power in professional/client relationships and refrain from exploitation of that imbalance. Relationships with clients should be maintained on a professional basis. Ministers should avoid all derogatory language with clients. Accurate and respectful communication is required between Minister and client.

Self Determination

Ministers are required to promote and respect the client's right to self-determination and empowerment. Ministers should not impose their own values, judgments and decisions upon their clients, but encourage clients to identify, clarify and implement their own goals. Ministers may only limit a client's right to self-determination when in the Minister's professional opinion the client's actions pose a serious, foreseeable and imminent risk to themselves or others. This is in alignment with the tenet in most pagan beliefs systems that the client has a direct connection to the divine and that the minister's role is to help empower and guide the client in fostering that connection.

Conflicts of Interest

Ministers should be alert to, and whenever possible, avoid, conflicts of interest that could impair judgment or professional services. Ministers should not engage in dual or multiple relationships with clients where there is risk of potential harm or exploitation of the client. A dual relationship is one where the minister has contact with the client in another setting or the client is a friend. In case where that is unavoidable, the Minister is responsible for maintaining clear, appropriate and culturally sensitive boundaries. Appropriate multiple relationships within the Temple of Witchcraft would include ministering to a client who is also a current or past student. Ministers should not take unfair advantage of any client or use undue influence upon the client. The Minister is responsible for informing the client of

all potential conflicts of interest. Ministers are responsible to clarify with all parties when ministering to multiple people who have a prior relationship, such as couples, family members, siblings and covenmates.

Minors

When working with minors, always insist that a parent or guardian be present in the room with you. Do not minister to minors alone. Whenever possible, have a signed release form from both parents, particularly when the parents are divorced unless only one parent has sole custody.

Physical Contact

Ministers should only engage in appropriate physical contact with clients and are responsible for setting clear, appropriate and culturally sensitive boundaries for such physical contact. Ministers are allowed to perform physical contact in the case of hands on healing, energy work, ceremony, anointing and ritual in an appropriate manner.

Sexual Harassment/Contact

While Witchcraft is a sex-positive religious tradition, Ministers should not engage in sexual contact with clients, whether consensual or forced, nor sexually harass clients in any way. Sexual harassment includes sexual advances, sexual solicitation, requests for sexual favors, and other inappropriate verbal or physical conduct of a sexual nature. Any engagement in tantric rituals, skyclad (i.e. nude) ceremonies or energetic healing of a sexual or pseudo-sexual nature (such as the Body Electric Techniques) should only be performed by certified Ministers in a professional context and within appropriate boundaries.

Confidentiality, Privileged Communication, and Privacy

Ministers should respect the client's right to privacy. Ministers should not solicit for personal information unless necessary to provide services. Once private information is shared within the context of a session or ritual, professional standards of confidentiality apply. Ministers may only disclose personal confidential information when written consent is obtained from the client or a person legally authorized to consent on behalf of the client. Standards of confidentiality should only be lowered for compelling professional or legal reasons, such as to prevent serious, foreseeable and imminent harm to the client or another identifiable person. These exceptions include: Intention to harm him/herself or another person; When there has been report of abusive actions toward a minor child or a vulnerable (i.e.: elderly) adult. Only the information necessary to achieve the desired purpose of safety, or relevant to the purpose for which the disclosure is made, should be revealed. When counseling family, couples or groups, the Minister must seek an agreement among all those involved concerning issues of confidentiality, and inform all participants to honor all agreements jointly.

Informed Consent

Ministers are required to inform their clients that if the client states they will cause harm to self or others, the minister must contact the proper authorities. This is part of the ministers legal responsibility of the "duty to warn".

Continuing Education/Continuing Education Unit Credits (CEUs)

All Ministers are responsible for receiving further professional education beyond the Seminary Program, within or outside the Temple's education system, appropriate to their areas of specialty. Such education can include but is not limited to: Reiki Healing Certification, Astrological Training, Tarot Training, Shamanic Training, Herbal Healing Training, Flower Essence Consultant Training, Social and Psychological Counseling Training. Ministers should maintain records of the education and Continuing Education Credits they receive to document these efforts and be prepared to share these with the Temple if asked at times of renewal of Ordination status. The number of CEUs required is detailed in the *Ministerial Handbook*.

Payment for Services and Bartering Policy

Ministers should set fees that are appropriate, fair and reasonable for the services provided. While Ministers should be considerate of a client's ability to pay for such services and their immediate needs, Ministers are discouraged from bartering arrangements whenever possible, as such arrangements tend to create conflicts of interest, exploitation and inappropriate boundaries. The Temple suggests instead, the use of sliding scales based upon income and ability to pay. Bartering services should only be performed in limited circumstances when other options are not available, and done

while maintaining professional ministerial standards. All billing practices should be accurate and reflect the nature of the services and the policies established by the Minister.

Length of Treatment

Ministers are encouraged to provide brief, solution focused, referral based services to community members whom they see in regular esbat or sabbat rituals. If a client requires long term intensive healing services, a referral may need to be made to assist in alleviating the possibility of dual relationship which would make it difficult for the member to continue to come to the public rituals. The welfare and best interest of the client/community member should be the priority in these decisions.

Termination of Services

Ministers should terminate services when services are determined no longer necessary for the client. While ideally such relationships should be mutually agreed upon, Ministers are within their right to determine the relationship is no longer beneficial to the client and/or adversely affecting the Minister. For termination or interruption of services, the Minister should make all best efforts to suggest alternative services, ministerial, social or medical, or make referrals on a case-by-case basis.

Unethical Conduct

Ministers should make every effort to discourage, prevent, expose or correct unethical conduct among other ministerial colleagues in the Temple. Ministers who feel a colleague is acting unethically should report such individuals to the Sagittarius Lead Minister, the head of the Seminary Program.

Setting

Ministers are responsible for establishing an appropriate setting in all consultations, including setting clear, appropriate and culturally sensitive boundaries and a setting conducive to confidentiality and spiritual work. Ministers are required to keep their own records of sessions to the level they feel is appropriate for the spirit work of the Minister. In ministerial context outside of the normal professional setting (hospital visits, prison visits, pre-post ritual settings), Ministers should strive to maintain all appropriate behavior and boundaries in such circumstances.

Impairment

Ministers should not allow their own personal issues, problems, psychological distresses, legal issues, substance abuse issues or mental health difficulties to interfere with their professional services or spiritual and ethical judgment. Those with such difficulties should seek immediate help in whatever venues are appropriate for the situation, making adjustments to their spiritual counseling practice and workload to be able to provide quality service to clients. If such aid and adjustments are not possible, the Minister should interrupt or discontinue services, referring the client to other appropriate services.

Competence

Ministers in the Temple of Witchcraft must be graduates of the Temple of Witchcraft Seminary Program, in good standing. Ideally those providing spiritual counsel should be ordained ministers in the Temple of Witchcraft's ordination program. Only ordained ministers are considered legal ministers, i.e. recognized by state governments to perform legally binding ceremonies and have the credentials to make hospital and prison visits. Ministers are encouraged to gain additional education, training and skills to facilitate professional spiritual counseling services.

Misrepresentation

Ministers should make every effort to accurately portray themselves, their role as Minister, their role in the Temple of Witchcraft and the Temple of Witchcraft itself. Clear distinctions must be made between actions and statements as a private individual and those representing the Temple of Witchcraft. Steps must be taken to correct inaccuracies or misrepresentations.

Resources

- American Association of Pastoral Counselors. (AAPC) (2010) Code of Ethics. www.aapc.org/about-us/code-of-ethics.aspx

- American Counselors Association (ACA) (2005) ACA Code of Ethics. ACA. www.counseling.org
- American Mental Health Counselors Association (AMHCA) (Revised 2010) Code of Ethics. AMHCA. www.amhca.org
- Blackburn, Bill (2008) "Ethical Issues in Pastoral Counseling". The Christian Ethics Today. www.ChristianEthicsToday.com Source page: http://www.christianethicstoday.com/021/ethical%20Issues%20in%20Pastoral%20Counseling%20by%20Bill%20Blackburn_021_22_.htm
- Brushwyler, L. Ronald with Sheryl Carle Fancher, James C. Geoly, John R. Matthews, and Margo M.R. Stone (1999) "Pastoral Care vs. Professional Counseling: Discerning the Differences." The Midwest Ministry Development Service, 1840 Westchester Blvd., Suite 204, Westchester, IL 60154-4334.
- Center for the Study of Ethics in the Profession at IIT (2004). "Common Code of Ethics for Chaplains, Pastoral Counselors, Pastoral Educators and Students." Posted on December 14, 2011 on the World Wide Web at thics.lit.edu/ecodes/node/5104
- National Association of Social Workers (NASW) (Revised 2008) Code of Ethics. NASW. <http://www.socialworkers.org/>
- Sohnen-Moe, Cherie and Ben Benjamin (2003) The Ethics of Touch: The Hands-On Practitioner's Guide to creating a Professional, Safe and Enduring Practice. Sohnen-Moe Publishing.
- Unitarian Universalist Ministers Association (UUMA) (2011) The UUMA Guidelines for the Conduct of Ministry. UUMA.

OPENING THE ASTRAL TEMPLE OF WITCHCRAFT

The Opening of the Astral Temple of Witchcraft is a short ritual designed in the style of a ceremonial pentagram ritual to open a space to the egregore of our Temple. An egregore is a collective energy that is associated with a movement or tradition. Sometimes it is personified, and sometimes not, but does have a collective energy and intelligence that can guide a tradition. It goes beyond the specific group mind of a coven, and forms the body of energy from which the "current" of a tradition or system flows.

Our egregore is envisioned as a Temple, populated with specific spiritual powers that are collectively in agreement with the work of the Temple. They don't have to be called on individually, but all are present with this Opening Ritual is performed. By doing this ritual consistently, it helps us all add to the common cause and intelligence of the Temple. The protection and warding of the Temple will also be lent to any ritual that opens to the Temple's egregore. The power continues to build as we exchange with it, both receiving benefits and adding our collective magick to it.

This ritual is to be done as part of any official working of the Temple. It should be done for public rituals such as Sabbats, Esbats, Women's/Men's Groups and any other ritual working. It can also be done prior to specific meetings and gatherings of a magickal nature where such intelligence, guidance and energy would add to the outcome of the event. It is not a substitute for the Magick Circle, or any other liturgy or spellcraft, but an important component to link a ritual to the Temple's current. It should be performed by the ritual leader or another ministerial member. If one is not present, the member that has the highest degree of experience and tenure in the Temple should perform it.

Usually the Temple can be opened once the Circle and Quarters are called, but prior to the evocation of the Goddess and God, when using a Magick Circle format. Likewise it should be closed after the farewell to the Gods, but prior to releasing the quarters and circle.

It can be done outside of the circle, for less formal meetings and workings. For some events, a formal and outward ritual is not always necessary, but the Opening can be performed less dramatically, or even silently to keep the spiritual current present.

The vision does not need to be described, depending on the ritual, but the performer of the opening should be aware of these images. You can use different quarter guardians in your ritual beyond the ones in the Temple, but be aware of their presence when you open the Temple.

Opening the Temple

By the Divine Will, the Divine Heart, and the Divine Mind.

By Power, Love, and Wisdom

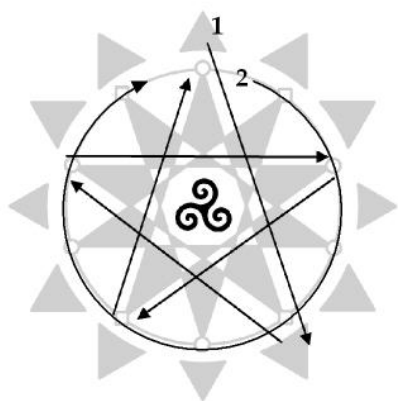
By a Straight Line, a Bent Line, and a Crooked Line.

(Can be omitted if invoking the Three Rays in another part of the ritual)

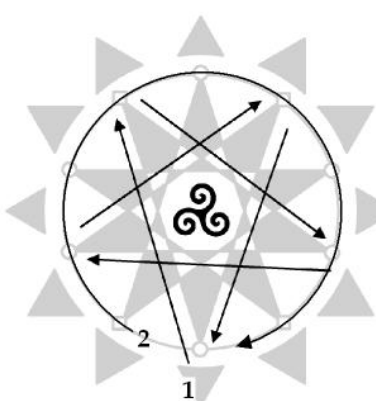
In the name of the Goddess, God, and Great Spirit

We open the Temple of Witchcraft

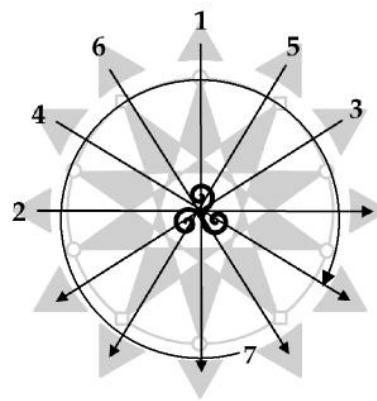
Perform the Opening Pentacle of the Great Above, Great Below and the Twelve Powers of the Great Between.



**OPENING
the Star
of the
Great Above**



**OPENING
the Star
of the
Great Below**



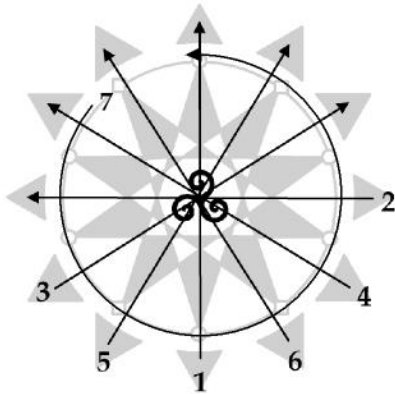
**OPENING
the 12 Gates
BETWEEN**

Envision being in an rounded open-air Temple, mixing elements of nature with sacred stonework. You enter through a door in the Southwest, and the temple fills your ritual space, superimposed upon the Middle World of Shape and Time. Before you is a central altar and upon it a black candle to the left, a white candle to the right and a triple flame of red, yellow, and blue in the center.

Around you are twelve pillars, sometimes appearing as stone, other times wood or even living trees. The symbols of the Zodiac are carved upon the pillars. Within the Temple are three Angelic figures: Tzadkiel, Uriel, and another angel in shadow. Crows sit around the edge of the temple, in high places and the four totems of the directions are present: Stag in the North, Horse in the East, Crow in the South, and Snake in the West. You feel the presence of the Great Mother and Holy Father throughout the Temple. The Mighty Dead of our tradition are often in attendance of the Temple, and can guide you deeper into the Witch's Sabbat through a door in the Northeast. You might catch a glimpse of the Faery Queen Aroxanna, as she comes and goes as she pleases.

Closing the Temple

Perform the Closing of the Twelve Powers of the Great Between, the Pentacle of the Great Below and Great Above. Let the vision fade.



**CLOSING
the 12 Gates
BETWEEN**



**CLOSING
the Star
of the
Great Below**



**CLOSING
the Star
of the
Great Above**

TEMPLE ORDINATION APPLICATION

First Name:

Last Name:

Magickal Name (Public):

Address:

Phone:

Email:

Witchcraft V Year of Graduation:

Instructor:

Past Volunteer Work:

Planned Volunteer Work in the Temple of Witchcraft:

What areas of Ministry do you plan on being active?

Rites of Passage	Public Ritual
Spiritual Counseling	Teaching and Mentoring
Spiritual Readings	Prison Ministry
Spiritual Healing	Grief and Hospice Counsel
Other:	

What is your personal vision for your own ministry?

What qualifications do you have to fulfill your ministerial vision?

What areas do you feel you need additional aid or training in as a minister?

Describe an experience where you feel you have already successfully operated in a ministerial capacity.

Please include two Letters of Recommendation from Lead Ministers, Board Members or Teachers within the Temple to support your application for Ordination.

APPLICATION TO MENTOR

First Name:

Last Name:

Magickal Name (Public):

Address:

Phone:

Email:

Membership (circle one)

Honored Seminary Ministerial Ordained

Level(s) Completed:

Witchcraft I Witchcraft II Witchcraft III Witchcraft IV Witchcraft V

In what years:

Instructor(s):

Are you seeking mentorship to count towards Continuing Education credits?

Yes No

How many students are you requesting to mentor?

Which levels do you feel comfortable and qualified in mentoring?

Witchcraft I Witchcraft II Witchcraft III Witchcraft IV Witchcraft V

Why do you want to be a mentor?

Please return this application to the Sagittarius Ministry, via email at sagittarius@templeofwitchcraft.org or in hardcopy at the Temple's surface mail address.