

# Sophianic Animism USA Ministerial Roles

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## Part 1: The Roles

### Introduction

A Central Nervous System or CNS, either of a local collegium or the Collegium-entire, will be composed of a number of ministers fulfilling specific, well-defined roles. The CNS will meet regularly to discuss such business as arises for their consideration and to make decisions and arrange for the implementation of those decisions.

**There shall be ten roles**, altogether to be filled by at least four people, or perhaps – temporarily and “in a pinch” – three. In the ideal case, a deputy minister will also be appointed for each role. Additionally, each minister may have as many assistants as he or she needs to function comfortably in a given role. For convenience only, we define two “levels” of assistants, the “second” or ‘secondary level consisting of SA USA members who function in a “backup” capacity and are anticipated to be less active overall than the “frontline” assistance. A special role called “auditor” is also attached to each ministerial role, and it is ideal for the auditor also to have a deputy. The titles given to these positions and the individuals who fill them will be:

Minister of ...  
Deputy Minister of ...  
Assistant Minister of ...  
Second[ary] Assistant Minister of ...  
Auditor of ...  
Deputy Auditor of ...

Abbreviations for the position designations can also be used, such as SAMoF for “Second Assistant Minister of Facilitation.”

Technically, the individuals (ministers and deputy ministers) fulfilling the various Minister and Deputy Minister roles at a given time constitute the CNS. Assistant ministers are not considered part of the CNS, but they may attend collegitations (CNS meetings) on the invitation of the ministers they respectively assist. Their role at such meetings will be largely passive, but an assistant minister participating to the benefit of the CNS and the collegium is not ruled out. Good judgment shall be used and must prevail in such regards.

No hierarchy exists among the ministerial roles, and the ministers fulfilling the roles are, by definition, peers; however, to the extent that natural leadership ability manifests among the ministers, it is not to be suppressed but utilized to the benefit of the CNS and the collegium. Such leadership ability is a personal characteristic and need not be associated with any particular role(s).

There is no consciously-assigned significance to the number of roles (ten). Ten is simply the number of roles that took shape as the developers addressing the subject of governance undertook to differentiate and describe distinct areas of specialized ministerial concern.

Motivations for the apparent complexity of the systemic arrangements outlined here include the following:

1. The system includes checks and balances to prevent inappropriate uses of the powers granted to the ministers who fill the described roles; SA USA members hope and trust that the application of checks and balances will hardly be necessary, but "better be safe than sorry"
2. The system attempts to ensure that qualified ministers will be available to handle necessary business in a timely manner by encouraging and facilitating cross-training
3. Since ministers being paid for their work is not contemplated, although the occasional gratitude gift will likely be granted by the CNS as a whole to hardworking individual members, the system as described respects the aphorism, "many hands make light work"
4. Providing ten areas of specialization will eventually enable those fulfilling the various roles to learn and grow, "going deep" with each role, which will tremendously benefit both the individuals involved and the collegium; arguably, being a minister in the CNS could be seen as a

privilege for which the minister should be, in principle, willing to pay because it is a tremendous opportunity for personal growth and learning and to contribute to Sophia's Correction in specific, tangible ways

## Common Features of the Ten Roles

### *Responsibilities*

- At the Collegium-entire level, each minister is responsible for the training, guidance and regulation of his or her counterparts at the local collegium level; the Ministry of Education monitors this function and provides assistance as-needed
- Over time, a training program for each role will be gradually developed based on experience

### *Qualifications*

- A minister (in a position and role) must enjoy doing the type of work that's required for the role; generally speaking, the work must be done with pleasure if at all possible
- A minister must be a responsible person with a good work ethic and personal circumstances that enable him or her to do the work largely as-needed (although ideally a deputy and possibly an assistant or two will be available to help)
- A minister must be well-organized, at least as regards his or her fulfilling each ministerial role and position to which he or she is assigned
- Ideally, the minister will have experience in a similar role and similar work, but willingness, character and eagerness to grow in applicable knowledge and skill are the most important factors
- Additional or special qualifications will be mentioned in connection with specific roles to which they apply

### *Powers*

- Within the guidelines expressed by this document, each Minister and Deputy Minister is expected to exercise considerable latitude while acting as an effective team member with the other CNS Ministers and Deputy Ministers
- Each Minister / Deputy Minister pair is expected to collaborate with each other, with the CNS as a whole, and with ministers fulfilling other roles and positions, to develop, elaborate and implement agendas, initiatives, objectives, goals and processes for the benefit and advancement of the collegium, to determine how those expressions and embodiments of desire will be achieved, to track and report progress, and so on
- Delegation to Assistant Ministers and other volunteer helpers is strongly encouraged
- A close *functional* analog to the Minister and Deputy Minister would be the top executives of a corporation, in that the ministers in such positions fulfill visionary and decision-maker roles

### *Limitations*

- A minister is generally limited to exercising powers necessary to fulfill the responsibilities of her or his role(s)
- Limitations of powers of any role may be relaxed in a genuine and sufficiently dire emergency in which the fact that necessary functions must be fulfilled would not be negated by the perception, "it's not my responsibility and I don't have the authority"

- Actions of all ministers are subject to scrutiny by their auditors, all the more so in emergencies; hence, it is imperative to keep good records and maintain communication and transparency under all circumstances, if at all possible
- Additional or special limitations will be mentioned in connection with specific roles to which they apply

#### *Patroness(es)*

Listings of devatas given below are not intended to be complete. They are suggestive, meaning that ministers holding positions correlated with the ten roles will do well to consider how those goddesses (aspects of the Goddess) can assist them in performing their tasks and fulfilling their duties / privileges. At the same time, each individual will fit his or her position and task in a unique way. His or her guardian(s) and guide(s) and depending on the nature of a task, possibly other devatas (possibly acting as muses) will come into play. The listings of patronesses thus are indicative of potential and to provide ministers with food for thought and perhaps some guidance in the area of personal magical practice related to their ministerial activities.

#### *Auditors / Assistants / Deputies / Proxies*

For each ministerial role, an **auditor** is needed, who may or may not be a member of the CNS and should be appointed by the CNS. The auditor reviews the actions of the minister who fulfills the role with which the auditor is associated and has the authority to inquire about those actions and to track the minister's performance. The intent is that the minister and the auditor work together to improve the minister's performance in the role over time.

For a given role X, the Auditor of X can be an Assistant Minister of X (whose own performance will be reviewed by the Minister and/or Deputy Minister) but preferably will not be the Deputy Minister of X.

In case a minister's appointed auditor is unavailable when needed, another auditor or assistant could be appointed as a temporary auditor. It is recommended that every action of a minister be reviewed to some extent by someone else, and that the process or practice not become generally lax; on the other hand, it should not take on the character of hyper-particular micromanagement, and the relationship(s) between a minister and his or her auditor(s) must remain friendly and cordial because the two are allies working together for the benefit of the collegium and of Sophia's Correction. If tension develops in the relationship, special attention must be focused on resolving it promptly and decisively.

**Assistants** will be appointed as needed. Depending on an assistant's qualifications and availability, he or she may be a general assistant or may play a more specific role or roles. In any case, the assistant's role (whether general or specific) must be clearly specified as part of his/her appointment. Each minister is responsible for appointing his or her own assistants, with the approval of the CNS.

Each ministerial role must have an appointed **deputy** if at all possible – a general assistant and potential delegate who is ready to fulfill the minister's role either temporarily / occasionally or more permanently / regularly if need be. A Deputy Minister is responsible directly to the Minister of the same role, but when acting as a proxy for the Minister is subject to auditing as if he/she were the Minister.

Availability of SA USA members for a given position/role combination may be limited. The Minister of Facilitation (and Coordination), assisted by other ministers as-needed, will try to ensure that adequate and qualified personnel are available, but this problem may take some time to resolve, and in the meantime, the best must be made (creatively) of the existing situation.

In some circumstances, such as if/when neither a Minister nor his/her Deputy Minister is available, or if the Minister is unavailable and the Deputy does not feel qualified to act on the minister's behalf, or the CNS does not deem the Deputy adequately qualified for a particular action or set of actions at hand, another minister of the COE could **proxy** for the Minister; this should be done only with the unavailable Minister's agreement if possible, or the decision to use another minister as a proxy would have to be approved by a quorum of the CNS. The Minister's auditor would in this circumstance audit the Minister's proxy. The general term for a deputy, assistant or proxy (another CNS minister) acting on behalf of a minister is *surrogate*.

Appointments can be changed periodically. It seems that an **annual review** of existing appointments and openness to change particularly at those times would be beneficial as an established norm.

## Ministry and Ministers

The descriptive elaboration of each Ministerial Role is termed a Ministry. As explained above, four positions are associated with each Ministry or Ministerial Role. The descriptions below apply to all four positions, most fully and generally to the appointed Minister and Deputy Minister, supported by their assistants and auditor.

### (1) Ministry of Annals

#### *Responsibilities*

- Maintains the collegium's annals, including notes on meetings (acts as a secretary)
- Prepares reports and anecdotes periodically to share with Command and Control
- Tracks the issuance of Shift Calendars and related items and of new material issued by JLL; these items are automatically provisionally canonized and their canonization will be completed via periodic collegitations. Upon their formal and final canonization, their names, issue dates and formal canonization dates must be entered into the collegium's records
- The collegium, represented in this regard by the Minister of Annals, will do well to record all other important and interesting business of the collegium and CNS

#### *Qualifications*

- Must enjoy writing and be reasonably good at it; must be able to craft narratives from notes
- Must be able to pay attention consistently and accurately record what he / she hears (in collegitations, particularly)

#### *Powers*

- Accorded the power to take notes and to transform them into narratives, and to maintain the collegium's annals

### *Limitations*

- Restricted from participating in deliberations and decision-making except in cases in which a series of collegitations are held (such as those involving canonization of artifacts); in such cases, the annalist must maintain a passive role as recorder during meetings but may deliberate between meetings and submit written comments and questions to the minister presiding at the meetings, who will lead discussion of them

### *Patroness(es)*

- Idris, BodhiMa

### *AKA*

- Slang term for the role: "Annalist"
- Role name abbreviated as MoA

## (2) Ministry of Assets

### *Responsibilities*

- Principal coordinator of banking and finance and caretaker of the Collegium's physical assets
- Contributions must either be deposited directly into the "treasury" or must be presented to both the Minister of Facilitation and the Minister of Assets
- Primarily responsible for financial bookkeeping and for maintaining the schedule of assets that is a part of the trust documents; changes to the latter are to be reviewed periodically and adopted by the CNS

### *Qualifications*

- Experience in a fiduciary role
- Experience and good habits as far as keeping meticulous records and following "best practice" procedures are concerned
- Basic knowledge of accounting and bookkeeping is a prerequisite, with willingness to acquire more expertise as needed

### *Powers*

- Empowered to manage physical assets such as bank accounts and property
- Must obtain approval from the Minister of Facilitation before converting assets (such as, spending money)

### *Patroness(es)*

- BodhiMa

### *AKA*

- AKA Trustee of Assets; details of a collegium's trust relationship with assets are provided elsewhere
- Role name abbreviated in writing as Mo\$, probably not abbreviated in speech, or perhaps as "MO-dollars;" could be referred to casually as the "trustee"

## Notes

- The Minister and Deputy Minister of Assets are First and Second Trustees, respectively, appointed to handle assets for the benefit of Gaia-Sophia who is considered the beneficiary of the Common Law trust relationship established by the CNS on behalf of the COE
- If any contradictions should develop between specifications in this document (or any other SA USA document(s)) and the Declaration of Trust, the Declaration of Trust shall be considered the more authoritative document; its specifications shall take priority and any contradicting specification(s) shall be deemed ineffectual insofar as they contradict the Declaration of Trust, over the time period in which the contradiction exists or persists; thus, it is vital, when making changes to the trust, to verify that those changes don't invalidate anything written in other documents; this is also specified in the Declaration of Trust itself
- Either the Minister of Assets (preferably) or a deputy or assistant must be responsible for bookkeeping with regard to asset management and administration
- An auditor for this role absolutely must exist, and if no Shakta is available, a qualified person (who could be an expert bookkeeper with an excellent reputation) must be hired
- In the special and unique case of the Minister of Assets, if another member of the CNS is required in emergency circumstances to act in the Minister's stead, it is not considered a proxy situation; rather, the substituting minister shall be considered as acting under the authority of the Minister and Deputy Minister of Assets
  - The substituting minister is fully responsible for any actions not explicitly authorized by the Minister of Assets or the Minister's deputy, and for the consequences, if any, of such actions
  - If it is at all possible to obtain it, explicit authorization from the Minister of Assets or the Minister's deputy is required for another minister to act on their behalf and in their stead
  - If neither the Minister of Assets nor the Minister's deputy is available to authorize a substitution, a quorum of the CNS may assume temporary emergency powers to grant such authorization
  - All such substitutions and their circumstances must be carefully noted (by the MoA), as well as the actions taken by the substituting minister(s); such records are to be submitted to the financial auditor

## (3) Ministry of Balance

### *Full Title / Description*

Ministry of balance, fairness, thoroughness, completeness, consequences, structure and spontaneity, seriousness and playfulness

### *Responsibilities*

- Fulfills an auditing and advisory capacity, helping to keep the functioning of the collegium, and especially the CNS and collegitations thereof, running as smoothly and pleasantly as possible
- Principal auditor of policies and procedures and the ways in which they are implemented
- The minister's auditing function is not specific to any ministerial role but to the overall functioning of the CNS
- Acts as the resident Druid, the moderator – and in some situations, potentially, an arbiter
- Presence would be required (if possible) at nearly all collegitations

- Collaborates closely with the Minister of Protection (please see that minister's responsibilities) on boundary issues
- Ensures that (colloquially speaking) all i's are dotted, all t's crossed, all ducks lined up in a row and all loose ends tied up (within reason and as appropriate to the situation).

#### *Qualifications*

Must be able to see the big picture, to understand trends and foresee and/or promptly respond to problems. Must be a master of checklists (used appropriately), among other things. At the same time, he or she must be good at brainstorming, at supervising and keeping track of (relatively speaking) controlled chaos when necessary.

The role requires a good understanding of human psychology; the minister must be able to empathize with others while exercising discernment. Must be an effective coach and influencer. Must be capable of infusing situations with beauty and helping others to feel comfortable when possible.

A minister new to the role must be able to rapidly and effectively develop such knowledge and skills to remedy any initial deficiencies; thus, flexibility and growth-orientation are needed characteristics.

#### *Powers*

Acts as an advisor, coach and influencer who uses people skills and powers of intellect in support of the collegium and the CNS; this can be a significant degree of power.

#### *Limitations*

The type of power this minister can apply may be said to be limited by its very nature. The minister's effectiveness will depend a lot on his or her skill and the willingness of the other ministers to cooperate with him or her.

#### *Patroness(es)*

- BodhiMa, Shodashi, Bhudevi, Tantra Mother

#### *AKA*

- Role name abbreviated as MoB

### (4) Ministry of Celebration

#### *Full Title/Description*

Ministry of celebration, ceremony, divination and interactive magic with the Goddess; hierophant

#### *Responsibilities*

- Performs or leads ceremonies, observances and celebrations - to include weddings and handfastings as well as memorials at end-of-life
- Training must be developed, so that consistency with variation, customization and innovation are realized; eventually; the role could be remunerated occupation for some Shaktas, involving travel to officiate for various collegiums and members thereof



- Collaborates closely with the Minister of Social Support to plan gatherings and social occasions, and otherwise as needed
- The role includes functions of the hierophant, defined as "a person who brings religious congregants into the presence of that which is deemed holy. A hierophant is an interpreter of sacred mysteries and arcane principles."

#### *Qualifications*

- People-oriented, also highly-attuned to nature and the Shakti Cluster
- (Shared with Minister of Social Support) Must be good at helping others deal with change – an effective "transformation coach"
- Must enjoy presiding over events both happy and sad
- Must be a good speaker and not overly nervous when occupying the center of attention at times

#### *Powers*

- Authorized to lead ceremonies, observances and celebrations, and at the Collegium-entire level, to create and coordinate training (in collaboration with the Minister of Education) of Ministers of Celebration at the local collegium level.

#### *Patroness(es)*

- TBD – provisionally including Shodashi, Kurukulla, BodhiMa, Dhumavati

#### *AKA*

- Role name abbreviated as MoC

#### (5) Ministry of Education

#### *Full Title/Description*

Ministry of education and internal communications, including inwardly-directed propaganda (where propaganda must be truthful and in the interests of the tads who are members of the COE); Ministry of "inreach" (in contrast to outreach – see below).

#### *Responsibilities*

- General education of SA members
- Formulates and distributes programs for study meetings
- Collaborates closely with the other ministers to develop courses that can be taken by members of the COE that supplement the Nemeta courses, with the main goal of making the Planetary Tantra material more accessible
- Has top-level responsibility for the collegium's education program for adults and children
- Is the primary liaison with Nemeta
- Supervises Website and literature (for internal use) content, design, functionality and development
- This role could be combined with the Minister of Outreach role, if necessary, as "minister of communications;" but that minister would surely need to delegate broadly to one or more deputies, and active deputies could be treated as part of the CNS

### *Qualifications*

- Must be able to organize courses and potentially to teach them
- Must be effective with regard to coordinating with Nemeta and must work well with the staff at Sophianic Ground Force Command and Control

### *Powers*

- Determines the overall scope and format, and numerous particulars, of the collegium's 4D and online educational programs, both interactive and auto-didactic – in addition to what Nemeta already provides

### *Limitations*

- Prior to their deployment and after the minister's auditor reviews them, courses developed under the Minister of Education's supervision would be subject to review by a committee of the CNS.
- The big picture is that courses developed by other ministers would be reviewed and "tweaked" into a consistent format by the Minister of Education in conjunction with his / her deputy(s), assistant(s) and auditor, and the CNS committee would perform a final review prior to deployment.

### *Patroness(es)*

- Swan Deva, BodhiMa, Shodashi, Idris, Channel 16

### *AKA*

- Role name abbreviated as MoE

## (6) Ministry of Facilitation

### *Full Title/Description:*

Ministry of facilitation and coordination

### *Responsibilities*

- Facilitates and coordinates the functioning of the CNS
- Presides at collegitations
- Approves and authorizes expenditure transactions executed by the Mo\$, which authorizations must be conveyed to the Mo\$'s auditor
- Takes a leading role (though not in an exclusive way) with regard to various initiatives by participating in them or supporting them, by manifesting and encouraging enthusiasm for them

### *Qualifications*

- Persistence
- People skills, tact balanced with frankness
- Talent for organizing, keeping things in order and prioritized

### *Powers*

- Has the power to make unilateral decisions as necessary to expedite facilitation and coordination functions – such decisions always being subject to review by his/her auditor

### *Limitations*

Regardless of the Minister of Facilitation's leading role in some contexts, the role overall lacks the leadership connotations of presidency of a country or a corporation. First, the CNS must always function in a collegial manner. Second, the Minister of Balance assumes the moderator role when needed to bring the CNS to a consensus. The Minister of Facilitation has no power to make unilateral decisions overriding this approach, issuing anything similar to "executive orders."

The person who fulfills this role may not simultaneously fulfill the Minister of Assets role or be the Minister of Assets' auditor or deputy; it is also preferred that he or she not substitute for the Minister of Assets, although doing so would be acceptable as a last resort, with meticulous care paid to documentation.

### *Patroness(es)*

- Idris, BodhiMa

### *AKA*

- Slang term for the role: F/C
- Role name abbreviated as MoF

## (7) Ministry of Healing

### *Responsibilities*

- Fosters promotion of well-being and prevention of dysfunction
- Focuses on a holistic approach to healing, including "spiritual healing" and well-being but also concerned with emotional and physical wellness
- Could produce courses for Shaktas who are in healing professions concerning ways to incorporate the Sophianic perspective on healing into their work; could coordinate one-to-one mentoring in this area, if needed

### *Qualifications*

- Experience in the applicable fields is preferred; or else, must have an interest in those fields, and preferably, utilize assistants who have had hands-on experience
- Formal education is fine but will be supplemented, and at times superseded, by auto-didactic learning
- Must be an effective and diligent educator of others

### *Powers*

- Provides an advisory function, including "advice to advisors"

- Authorized to help teach Shaktas who are professional facilitators of well-being and healing how to more fully incorporate Sophianic standards, approaches, values, etc. into their work – if they want such assistance

#### *Limitations*

- Exercises advisory capacity from the SA religious perspective; “not a doctor” etc.
- If the minister actually IS a doctor, potentially so much the better, but that role must remain as separate and distinct as possible from the MoH role

#### *Patroness(es)*

- Tantra Mother, Vudasi

#### *AKA*

- Role name abbreviated as MoH

### (8) Ministry of Outreach

#### *Full Title/Description*

Ministry of outreach and external communications, including outwardly-directed propaganda (where propaganda must be truthful and in the interests of humanity / exposing and opposing the Xenosh and their schemes); also, external communications liaison and principal PR agent for the collegium

#### *Responsibilities*

- Responsible for syntax, semantics, and timing in interaction with the outside world
- Has top-level responsibility for outreach initiatives
- Primary liaison with government, media, etc. as needed
- Supervises Website and literature (for public consumption) content, design, functionality and development

#### *Qualifications*

- Must be skilled in verbal communication and consistently maintain and demonstrate confidence, even under pressure. Must know how to handle questioners, critics, even hecklers and trolls. Must have a genuine burning interest in propagating the Sophianic message. Must be wary of verbal traps and be able to think clearly and rapidly in nearly all circumstances.
- Needs education in the law and possibly in journalism; needs to be “streetwise” in both areas; and needs deputies who have such in-depth knowledge

#### *Powers*

- Determines the overall scope and format, and numerous particulars, of the collegium's interactions with the outside world, including the archontified institutions of society.

#### *Limitations*

- Whenever possible, prior to their deployment and after the minister's auditor reviews them, communications developed under the Minister of Outreach's supervision would be subject to review by a committee of the CNS

- In the big picture, communications developed for public consumption by other ministers would be reviewed and "tweaked" into a consistent format and "tone" by the Minister of Outreach in conjunction with his / her deputy(s), assistant(s) and auditor, and the CNS committee would perform a final review prior to deployment

*Patroness(es)*

- BodhiMa, Idris, Channel 16

*AKA*

- Role name abbreviated as MoO

(9) Ministry of Protection

*Responsibilities*

- Concerned with all forms of COE security and privacy
- Collaborates closely with Minister of Healing regarding SA USA members' bodily / medical security
- Collaborates closely with Minister of Social Support to ensure security and privacy with regard to that minister's areas of concern
- Concerned with the protection of boundaries, protecting against boundary violations and remedial action when boundaries are violated; collaborates closely with the Minister of Balance (and other COE ministers, as needed) to address related concerns

*Qualifications*

- Must be security-minded; must understand, and be disposed to protect, privacy boundaries, especially those of the collegium and of individuals
- Someone who has held an executive position in corporate security, or a person with similar skills, likely would be ideal; at least, the minister must be willing to gain and apply such knowledge and skills

*Powers*

The role's function is advisory, but warnings, cautions and recommendations of the Minister are to be taken very seriously. Can recommend that an action of any other minister be postponed until a security review is completed by a committee of the CNS, or even indefinitely; the CNS makes the final decision on such recommendations.

*Patroness(es)*

- The Braid of Ekajati (Kali, VV, Channel 16, Kurukulla and Matangi), Bhairavi

*AKA*

- Role name abbreviated as MoP

(10) Ministry of Social Support

### *Responsibilities*

- Encourages a convivial atmosphere of mutual support and friendship among members of the collegium
- Arranges periodic gatherings, both of a purely social nature and others that might be styled as "field trips" and occasionally, group cording rituals
- At the regional or national level, arranges for 4D gatherings on the solstices and equinoxes whenever possible; combining a virtual gathering with the physical for those who are unable to attend in-person is optional
- At the local level, may arrange gatherings on the calendric "cross-quarter days" (recommended if there is local interest)
- Coordinates disaster relief as-needed
- Provides, or provides for, grief counseling and support through times of loss
- Encourages and assists members to obtain help if needed from social services, etc. outside of the collegium

### *Qualifications*

- People-orientation and empathic nature
- Conviction that a healthy, happy and highly-functional society is composed of healthy, happy and highly-functional individuals and the ability to see social consequences of individual situations
- (Shared with Minister of Celebration) Must be good at helping others deal with change – an effective "transformation coach"

### *Powers*

- Empowered in a variety of ways to fulfill the listed responsibilities
- Works with other ministers as-needed; for example, if gatherings entail expenses, approval would be needed from the MoF and funds would be made available by the Mo\$.

### *Limitations*

- Consults with the Minister of Protection regarding the security and privacy of arranged gatherings and events, even disaster relief when needed

### *Patroness(es)*

- Bhudevi, Dhumavati

### *AKA*

- Role name abbreviated as MoSS or just MoS

## Part 2: Turnover

### Introduction

In this context, "turnover" refers to ordination, installation, removal, and reinstatement of ministers in specific roles, as well as related record-keeping.

## Ordination

**Definition: An ordination is the process by which the COE (collegium) confers on an individual the authority and responsibility to function in a given role or set of roles.**

Although the act of ordination will normally be accompanied by a ceremony, the degree or perceived quality of the ceremony, possibly affected by circumstances, must not be perceived as correlating with, or affecting, the validity or quality of the ordination.

Every member of Sophianic Animism USA can claim to be an "ordained minister of Sophianic Animism." SA USA does, however, ordain members for special roles within a local collegium or the Collegium-entire.

An ordination is performed one time only, after which it will be considered active or inactive, depending on whether the ordained individual is currently fulfilling the role for which he or she was ordained. Note that a person may hold multiple ordinations, active and/or inactive.

The ordination that all members will hold by virtue of having become members is **Student/Teacher-Basic**. Other possibilities include **Student/Teacher-Advanced** and the various "**Minister of...**" roles. An ordination will be inactive if a person formerly held that ordination in the active status but currently is not active in the stated role. Perhaps the most pertinent question to be asked about a member's ordinations is, "What are your active ordinations?" The second most pertinent question to be asked about a member's ordinations likely would be, "What are your inactive ordinations?"

Thus, anyone who has ever been a member of the church will hold a Student/Teacher-Basic ordination at the minimum, unless he or she conveys to the CNS a written and signed request to have his/her ordinations canceled, or if the person's behavior is so unseemly (for example, she/he starts defaming the COE and/or Nemeta and/or JLL and/or Sophia...) that the CNS determines it's necessary to actively remove the person from the COE. In that case, a record would be retained of the minister's past ordinations but they will all be marked "Canceled" and the date of cancellation would be noted. However, if someone requests the destruction of his/her record, the CNS will comply; in such a case, the Annalist would do well to permanently record a dated note to the effect that "The collegium's record of a former member was destroyed on that person's request." (Concerning records, see also **Q9** in the document entitled **Sophianic Animism USA Membership: Criteria, Details and Guidelines.**)

Sophianic Animism USA does not formally practice shunning but in extreme cases it would be necessary to warn the collegium about a person who has been removed for defamation or for persistently stirring up trouble in some way. If that person has friends who prefer to side with him or her, it's a hit the collegium will have to take, as there would be no point in trying to force anyone to appreciate and love Sophia or the COE (or us personally) and, beyond taking necessary steps to protect the collegium and its members, it would be unprincipled to attempt to stand in the way of individual freedom. The collegium will not collectively penalize anyone but an individual's problematic behavior can and will often have personal consequences, adversely affecting his or her relationship with individual members of the COE.

**It's reasonable to keep a running record of each COE member as far as his or her ordinations and changes of status are concerned. Each member would have access (on request) to the record that pertains to him or her, and if he notices any inaccuracies, corrections should be made, and verified as**

**far as possible.** The correction(s) would not overwrite past data but should be appended to it as running corrections, and the source of each correction should be noted.

If a collegium holds certain meetings that are open only to **Advanced** student/teachers, it would be a breach of boundaries for an unqualified person (who does not have an active **Advanced** ordination) to participate based on a false assertion that he qualifies.

### Selection for and Installation in a Ministerial Role

New members of the COE should receive a message, at least via email but preferably via a more personal approach (they would be able to select their preferred medium), congratulating and welcoming them and briefly reiterating the responsibilities and benefits of membership. (The qualifications for membership in the COE are treated separately.)

Selection for one of the ten ministerial roles available at the local collegium or Collegium-entire levels would be based on one's volunteering and an assessment of one's qualifications by the existing CNS, or if a local collegium is forming, the CNS of the Collegium-entire, in communication and collaboration with members of the local group, would take care of the initial selection process. If only partially-qualified members of a new local collegium are available for selection, they will be provisionally ordained and installed in their roles, and will undergo "on-the-job training" under the supervision of the Collegium-entire's Minister of Education or one of his deputies (or perhaps a well-qualified assistant); and whenever such a minister is deemed fully-qualified, the "provisional" aspect of his or her ordination(s) will be removed.

There is no set **maximum** number of participants in a CNS and related ministerial roles, but there should be no more than can function together effectively and no more than needs require. There could be a distinct minister fulfilling each of the designated roles for a total of ten individual ministers, and each of them could have one deputy (or possibly, more than one deputy) and an assistant (or possibly, more than one assistant). Each role could also have a distinct auditor. Thus, in theory there could be forty or more distinct individuals involved – if or when Sophianic Animism USA grows sufficiently large, vibrant and complex to justify such a correspondingly large, complex and presumably vibrant governing body.

Ideally, the **minimum** number of individual ministers who constitute a CNS would be four (or if four qualified volunteers are not available, possibly three, *temporarily*), with each individual assuming three roles and the Minister of Annals being separate and focusing undividedly on that role, although he or she could also assist the other CNS members in various ways, especially with "clerical functions," as the CNS itself might best determine.

The **actual** number of individual members in a CNS, either at the national level or the local level, will be based on carefully-assessed need correlated with the availability of qualified volunteers. The proposed structure is intended to be consistent, functional and flexible, highly adaptable to a wide variety of circumstances.

In cases in which a governance body is required but there are too few qualified individuals to adequately fill the needed positions, **interim appointments** may be made so that functional governance can be immediately effective while a search for more suitable and more permanent appointees continues and/or the interim appointees develop their qualifications.



**Wrathful Green Tara the selector would naturally be the patron devata of the selection process and must be convoked to assist with it.**

As far as ordination and installation of ministers is concerned, brief ceremony and modest but joyous celebration are encouraged. The Minister of Celebration for the Collegium-entire will be responsible for developing a specific and detailed process that can be consistently applied; until such time as that process materializes, the process will be improvised with beauty in mind. (Creating guidelines for this process will be one of the MoC's initial TODO tasks upon assuming his or her role. Others can help by submitting suggestions; and historical improvised processes will be taken into consideration.)

### Removal from a Ministerial Role

If an individual desires to be removed from a role, he or she could simply request it and the CNS would endeavor to fulfill the member's request as quickly as possible or by a date specified by the individual desiring to be removed. In this case, an announcement could be made to the effect that the change was made by request of the affected minister, for personal reasons.

A **petition expressing concern** about a minister's performance could be presented to the CNS by several members of the collegium and would have to be considered in a review meeting at which the concerns expressed would be formally addressed. A plan to further the training of the minister whose performance was questioned might be instituted; or the minister might choose to resign, or the CNS might decide to remove and replace him or her. Or perhaps, the only change needed would be to create more transparency so that the minister's good performance would be more clearly perceived by the collegium. The criteria for determining the best response to the expression of concern would in no case be predicated on personal considerations (positive or negative), since the welfare of the collegium is at issue.

It's not possible to anticipate all possible situations and their nuances, so, rather than making a long list of rules, some basic principles will be mentioned.

The CNS has responsibilities to Sophia, to the minister under examination, to the collegium and to the Rhomé to carefully examine the situation at hand and determine the best solution on a case-by-case basis.

Transparency is key, so whatever decision is made, a statement of the reasons for it and why alternatives were rejected in favor of it should be produced and shared with those who submitted the complaint (petition expressing concern), and possibly with the collegium as a whole.

There will be cases in which CNS members are the first to show concern about another member's performance; this situation is preferable, and at most only the results and a very succinct statement of reasons should be exposed in such cases.

Statements should be carefully worded, and gossip and speculation about details should be clearly discouraged (squashed in advance to the extent possible). The purpose of actions on such concerns is NOT to shame the minister whose performance would be the object of concern, and whose status might change in some way.

## Reinstatement of Ministers

A person who was removed from a role for misfeasance, malfeasance or nonfeasance could potentially be reinstated if he or she can produce evidence of sufficient reformation or personal improvement to again qualify for the role, showing in a convincing manner that whatever problems he or she had in previously fulfilling the role adequately have been corrected.

An individual who turned out to be poorly-suited for a particular role might also be considered for a different role, depending on circumstances.

Such situations would be dealt with by the affected CNS on a case-by-case basis.

## Guiding Principle

**In all of their affairs as ministers, each member of the CNS and the CNS as a team must consistently strive for *areté* (excellence) and for continuous, never-ending improvement.** In fact, this is a basic value that applies to all Sophianic Animists, but the ministerial roles of the CNS invite special attention to it.

## Part 3: CNS Committees and Meetings

### Introduction

This section presents guidelines and “rules” pertaining to the subject matter, but is not intended to set up an overly strict and inflexible framework. The CNS members are expected to be mature individuals possessing both good judgment and the best of intentions, and as such they must be free to exercise their best judgment in a variety of situations.

### Committees

Although the ministers fulfilling the ten ministerial roles listed so far (the number potentially could increase or decrease) collectively act as the CNS of the COE, some roles will be more active in that capacity than others. Participation in CNS meetings and committees shall be for the most part voluntary, but a quorum of 2/3 of the roles (not individual members) - excluding the Annalist role, thus 6 of the 9 remaining roles - will be needed for certain important decisions to be validated.

Generally speaking, if a quorum is not present at a meeting where an important decision is made, consensus (as far as absence of serious objections is concerned) of those not present at the meeting will be sought and must be obtained before the decision can be considered final. The consensus of those who had not attended the meeting would be based on the written account of the meeting developed by the Annalist and on answers to any inquiries concerning additional details that they might feel compelled to make.

### Meetings of the CNS: Overview

Meetings (aka “collegitations”) are to be **viewed as sacred occasions** by the ministers of the CNS. The results of such meetings are part of the historical progress of Sophianic Animism. Whenever possible, meetings should be held on days when the Zodiacal omens are auspicious.

An appropriate minister will **start each meeting with a short, original discourse** helping to bring everyone into alignment with one another and with the devatas. The choice of which minister does this will involve volunteering and selection by the Minister of Balance. The default choice will be the Minister of Balance, the Minister of Facilitation, of Celebration or of Social Support, but other ministers are expected to volunteer as appropriate.

The **devatas should be convoked privately** by each minister prior to the meeting. There are currently no instructions concerning group convocation of devatas using the SC App. In any case, it is important that individual ministers do this.

Meetings will take the form of **free, round-table discussions** in which each minister present will have the opportunity to speak. A “talking stick” - a token object the holder of which controls the conversation until she/he passes the token to another person, could be (literally or metaphorically) “passed around the table” to ensure that everyone gets an “equal” (or at least, fair) chance to speak. This can be accomplished via random selection - such as, drawing slips of paper each having the name of one of the participating ministers written on it - when everyone isn’t in the same room and the meeting is held via a mechanism facilitating communication over distance (Zoom, Skype...), as will no doubt be the norm for the Collegium-entire.

**Decision-making will be consensus-based.** This does not mean that every minister must be as enthused as her/his peers about a decision made, but no one should have serious objections to it. Misgivings can and should lead to modifications to plans and initiatives, and the progress of initiatives can be monitored closely when there are concerns; if problems begin to manifest, such close monitoring will facilitate prompt action to address them. **A plan or initiative incorporating a bundle of ideas originated by multiple ministers can be developed** via a spirit of mutual respect and cooperation that will in many cases be superior to the work of a single person or a smaller group. The participating ministers, especially the Minister of Balance, are responsible to **ensure that the result is not a hodgepodge** exemplifying the notion of “design by committee,” however.

## General Meetings

It’s appropriate that **individual members of the CNS maintain journals** in which they will take note of action items that require the attention of the CNS. They will also render **periodic reports on their own activities** to the CNS based on notes maintained in their personal journals, and they will be prepared to respond to inquiries for more information by other CNS members, not least the Annalist, who will be keeping a general record of highlights of CNS activity.

The CNS will hold a **monthly meeting**, during the lunar increment if possible, at which each minister, drawing from his journal, will relate his recent activities, and issues requiring the attention of the CNS as a whole will be discussed. (The ministers will need to forward a list of the issues they want discussed and an estimate of the amount of time they think will need to be devoted to each to the Minister of Facilitation prior to the meeting.) This meeting might last an hour, or two hours at the most. In some cases, issues will require more discussion than anticipated, and a follow-up meeting or two may have to be scheduled. **A quorum of the ministers will be needed** to participate in these meetings.

An individual minister should normally participate in at least 2/3 of the general meetings, perhaps reduced to about half under special circumstances. This is just a benchmark. If a minister can't attend, it would be ideal if his deputy (or one of his deputies) could attend and proxy for him (or her).

It may not prove necessary to hold general meetings monthly; and if not, their frequency can be decreased as appropriate.

Maintaining the schedule of assets that is an appendix to the trust documents relating to the handling of assets is a shared responsibility that must be addressed periodically, in which the Minister of Assets must take a leading role.

### Canonization Meetings

Canonization of artifacts involves not only texts but can involve graphics, audio and video, electronic presentations (such as PowerPoint), and so on. Artifacts that are primarily graphical or involve various forms of artistic expression, are particularly affecting and carry a wealth of Sophianic associations can be canonized. Such items may be referred to as "informational, affective and associative nuggets." (They are assumed to have the quality of precious nuggets as a precondition for being candidates for canonization.)

JLL's works may be seen as shoo-ins for canonization, which definitely include writings, diagrams, and audio/video material. He has also selected pertinent photographs and artwork and delivered verbal commentary on the same. As it may be difficult to place purely visual material in Gnostic / Sophianic context without accompanying text, it will be generally preferable to canonize graphics with related text.

Shift Calendars prepared by skilled and willing Shaktas could be included. The highlights featured in Nemeta Dakini Weather Watch installments should likewise be included. If someone renders an artistic and particularly beautiful calendar, such an item could be considered. There could be more than one Shift Calendar canonized per month. Accuracy, usefulness and beauty are qualities to be considered.

A variety of documents, artwork, music, etc. originated by Muse-inspired Shaktas can also be considered for canonization.

Founding documents of the COE will likely be canonized and will be part of SA USA's initial canon at its inception.

Members of SA USA and the public will do well to bear in mind that all of our canons are subject to potential improvement, based on our understanding of the nature of canons.

As many members of the CNS as want to be involved in Canonization considerations, should be; and a **quorum of the ministerial roles must participate** if at all possible.

A **canonization committee should meet approximately monthly**, if there are any candidate additions or changes to the canon. The period between meetings could stretch to six or more weeks under special circumstances. Or if there is an "emergency" need to adopt a new informational nugget, an ad hoc meeting can be held to care for the matter.

Shift Calendars and their concomitants, as well as new material issuing from JLL, can be **“automatically” canonized, at least provisionally**, as soon as such items are produced. The CNS should officially record a decision to do this, rather than it being something specified prior to the formation of the CNS (selection of ministers to fill the various roles, and their ordinations to fulfill those roles).

Formal and final canonization can and should be handled at periodic canonization meetings. In the interim, **the MoA**, with help as-needed from other ministers, **must keep track of the items and their issue dates** so that these can be discussed as needed, and so that their names, issue dates and canonization dates can be permanently entered into the collegium’s records after the canonization meetings. (See also the separate discussion of the MoA’s role.)

### Ad Hoc Meetings

A meeting could be held at any time to address matters needing immediate attention. It would not always be necessary to wait until the next General Meeting to handle issues involving urgency. In most cases, such meetings should follow the quorum rule, but if there is a good reason to permit a smaller number of ministers (fulfilling five or four roles – not three or less) to make binding decisions on an emergency basis, it can be done as long as the decision(s) made are not anticipated, on the basis of careful consideration, to have any negative impact. It would be especially important for the ministers of Protection and Balance to participate in such meetings.

### Meetings of Smaller Committees

Committees consisting of small numbers of ministers who need to hold discussions and work together on projects and initiatives can and should meet freely on an ad hoc, as-needed basis, as long as they don’t undertake to make final decisions that affect the collegium. Such committees will do well to develop proposals that the CNS can consider in meetings that will include a quorum of the ministers as participants.

### Grievance Moderation and Arbitration Meetings

A moderation or arbitration meeting that is part of the suggested **Sophianic Animism USA Grievance Resolution Procedure** (described in a separate document bearing that name) will involve the minister selected to moderate or arbitrate and the disputing parties. It should also include the MoA; and each of the disputing parties will be permitted to have a chosen witness and a chosen recorder present.

The MoA and the recorders of the disputing parties, if any, will endeavor to agree on a singular version of the account of the proceedings. If they cannot reach agreement, that will be noted, and the disparate viewpoints will be recorded. The MoA is responsible for doing this in a fair and equitable manner.

If a situation moves from moderation to arbitration, the accounts of prior proceedings could be valuable to the arbitrator. Also, the accounts of such cases could be used for learning and training purposes.

In any case, **all of the proceedings in such matters must remain confidential** as far as the CNS is concerned. The CNS cannot control what the disputing parties will say and do, but they are advised to keep the matter confidential.