

Community Church for Spiritual Growth

Criteria for professional readings

Approved by resolution of the Board, July 19, 2014

Updated per the Board of Directors December 11, 2016

Professional readers must:

- Be a graduate of the CCSG Clairvoyant Program or its equivalent and
- Be an active and current member of CCSG,
Additionally they need to be one or more of the following:
- Teaching actively at CCSG,
- Current or former BoD member,
- Regular teaching contributor to one or more CCSG events including Community Workshops, Erasure Lectures, Clairvoyant Program, etc.
- Regular House Control
- Regular Contributor of Time and/or Talent to CCSG in some other form

The privilege is, ultimately, at the discretion of the Board of Directors. The BoD has the right to refuse or revoke the privilege.

The reader will tithe a portion of their proceeds equal to at least 20% of the amount charged for the reading for the use of the building, appointment service and benefit from CCSG's goodwill in the community. It is the intent of the BoD to enable those contributing their time and psychic experience to the operation of the Church and/or Institute to have a means to generate monetary income from professional readings, and it is those people for whom this policy has been created.

Professional readings are a service for a fee, paid directly to the reader. They are not tax deductible to the reader as a donation, and no impression should be given or allowed to form that fees for them are donations to CCSG. For the fiscal integrity of CCSG, it is a good idea (tax wise) to have checks made out to the person doing the reading. It is easy for professional readers to accept credit cards directly (ask Marc for specifics about squareup.com or PayPal mobile payments). Professional readers **may not use CCSG's credit card machine**, nor may funds be run through the Church/Institute bank account (unless they are being donated to the Church). As a reader, if you want to be paid for doing a reading you must have the funds paid directly to you!

Scheduling rules. These apply as long as we are at 1954 Camden, Suite 5, with one large room only. Professional readings must not overlap any CCSG or SJPI activity scheduled in the building. Professional readings must end at least one hour before any scheduled CCSG or SJPI activity, and may not begin until one hour after the planned ending of any scheduled CCSG or SJPI activity. This is to allow for all readers, class teachers, etc, to have uninterrupted cleanouts after and meditations before readings, classes, etc. It will also permit time for physical clean up

of the building after CCSG potluck events when a professional reading follows.

Professional readings *may* be scheduled simultaneously or overlapping; the readers must agree in advance. Neither the BoD nor Director will intervene in scheduling disputes regarding overlapping professional readings; the automatic resolution of any scheduling dispute regarding professional readings is that nobody will be permitted to do professional readings at the time in question. We are using an online Google Calendar to manage the building schedule.

CCSG's insurance protects CCSG in case a visitor is accidentally injured while on our premises. It does not matter why the visitor is at CCSG. CCSG and our "officially appointed clergy" are also insured against "errors and omissions" when providing "pastoral counseling." That is, if a minister of the church is sued for something they do or say, or fail to do or say, in the course of conducting "those guidance counseling activities or teaching activities customary in a church, religious institution, religious education facility or related day care center," our insurance provides for legal defense. "Officially appointed clergy, religious instructors, officers, directors, and members of your board" are covered, "but only with respect to their duties as such." So the church and the reader would not be covered for anything, like bad advice, that was communicated during a professional reading *unless we as the BoD direct our designated ministers to do professional counselings*.

How a CCSG member may receive permission to do professional readings at CCSG:

1. Professional readers must:

- Be a graduate of the CCSG Clairvoyant Program or its equivalent and
- Be an active and current member of CCSG,
Additionally they need to be one or more of the following:
- Teaching actively at CCSG,
- Current or former BoD member,
- Regular teaching contributor to one or more CCSG events including Community Workshops, Erasure Lectures, Clairvoyant Program, etc.
- Regular House Control
- Regular Contributor of Time and/or Talent to CCSG in some other form

2. Professional readers must agree to abide by the By-laws and the creed of CCSG.

3. Professional readers must agree to abide by all other relevant policies established by the Board of CCSG, including the policies on Confidentiality and Conflicts of Interest established in October 2016 (which are included, below).

4. Professional readers must review and agree to these rules.

5. The BoD gives an approval letter to our reader, which engages the church's insurance coverage.

6. Reader will collect payments directly from their Readees.

7. Professional readers agree to leave the premises in the condition in which they found it or better, both physically and spiritually. That includes resetting the energy to SJPI at the conclusion of each reading.

8. The reader will tithe a portion of the proceeds equal to at least 20% of the amount charged for

all readings.

9. Permission to use Church premises for professional readings is, ultimately, at the discretion of the Board of Directors. The BOD has the right to refuse or revoke the privilege at any time.

10. Don't forget to ask for an energy check! Read and Enjoy!

Why we have policies on Spiritual Conflicts of Interest and Confidentiality

Teachers at CCSG, and those who might be regarded as teachers, have an unequal relationship with our students, they have power and influence, sometimes without even realizing it. Our teachers, staff and spiritual leaders should be careful not to take advantage of that relationship in ways that are not consistent with the creed, mission and purpose of CCSG. The **Policy on Spiritual Conflicts of Interest** specifies exactly how to remain consistent with the spirit of our creed.

The Board believes that people who come to our church for a reading or counseling reasonably expect the content of that communication to be private. There is a broad privilege of privacy between members of the clergy and the people to whom they offer counsel. A minister may cite this privilege and legally refuse to divulge the content of privileged communications. At the same time, there are standards of moral behavior legally imposed on doctors, school teachers, therapists, etc., that are designed to protect people who are vulnerable and potentially endangered. For example, if a doctor or therapist learns of or sees evidence of child abuse, they are legally mandated to report their suspicion to law enforcement. As far as we can tell, no such legal mandate applies to members of the clergy. We do believe that members of the clergy have the legal autonomy to divulge the content of privileged communication when they think the circumstances call for it. The Board believes that it would be in the best interest of both the church and our ministers that our ministers act to stop harm to the vulnerable when they believe it is going on. That would mean that activity that harms others, especially if it is illegal, such as child abuse, should be reported. It would also mean, for example, that victimless crime such as drug abuse could be kept confidential. There are plenty of examples, such as small-time drug dealing, that are difficult to judge. Therefore, application of this policy has to be taken on a case-by-case basis. The **CCSG Policy on the Confidentiality of Spiritual Counselings** provides guidelines for ministers and Clairvoyant Students on how to go about appropriately observing and maintaining that confidentiality.

CCSG Policy on Spiritual Conflicts of Interest

(a) Prohibition of Spiritual Conflicts of Interest

Anyone who is or might be regarded as Staff of CCSG or SJPI is prohibited from engaging in any romantic relationship or financial transaction with any student of CCSG or SJPI, or with anyone who has been a student within the last 90 days.

(b) Definitions

For the purposes of this policy we define “person who might be regarded as Staff of CCSG or SJPI” as any member of the Board of Directors of CCSG, any officer of the church, or any volunteer serving in a supervisory capacity (such as class control or assistant or spiritual counseling supervisor or control). For the purposes of this policy we define “student” as any person taking classes (including but not limited to any 6-week classes or series of workshops or the Clairvoyant Class) or currently in a program at CCSG/SJPI (including but not limited to the Clairvoyant Program or any training programs for graduates). For the purposes of this policy a

“student” remains a “student” for 90 days after the completion of their most recent class. For the purposes of this policy a “romantic relationship” includes dating, private social contact, or the like. A “romantic relationship” is not to be inferred from attendance as part of a group at an event such as a party, concert, etc. A “financial transaction” would include (but not be limited to) the purchase or sale of goods or services (including spiritual counseling), business or financial partnership, or the giving or receiving of financial or investment advice.

(c) Limits and Exceptions

We note that our staff often recommends classes at CCSG to acquaintances. This practice grows our community and often benefits those acquaintances who become students. Therefore CCSG appreciates those recommendations. This policy does require staff members whose acquaintances become students to suspend their pursuit of new romantic or financial relationships with those acquaintances. This policy does not apply to the recommendation of family members, spouses, boyfriends or girlfriends, business partners, etc. That is, pre-existing relationships are excluded. The policy does apply to the recommendation of our staff’s clients or patrons who have received readings or spiritual counselings from our staff. We require that staff suspend any private therapeutic, professional reading or spiritual counseling relationship with students of the church for the entire time that they are students and at least 90 days thereafter.

CCSG Policy on the Confidentiality of Spiritual Counselings

(a) The Privacy of those Who Receive Counseling at CCSG Should Be Protected

Ministers and ministers-in-training of CCSG, which include clairvoyant students, are entitled to assert the privilege of privacy granted to “members of the clergy” under California law. This privilege applies to the content of readings, healings and all spiritual counselings, which can and should be regarded as “penitential communications” under the law. In addition to the legal privilege of privacy, we believe that people who come to CCSG/SJPI for readings, healings and counseling have an expectation of reasonable privacy regarding the content of these communications: that they will be kept confidential except as appropriate to their own well being and the training of our students. Note that when a “member of the clergy” consults with a colleague who is also clergy, that does not constitute a breach of privacy under law. Therefore, teachers and students may discuss the content of readings, healings and counselings for training purposes without concern. At the same time, gossip and “telling stories” for purposes that do not benefit visitors to CCSG or the training of our students and staff should never take place. We do not expect our students or graduate counselors to keep their activities or experiences at CCSG secret, but that when talking about what they do here they should be sensitive to the privacy of the people who have come to them, and protect that privacy. The Board of Directors may discipline members of the church fail to honor CCSG’s value of confidentiality and privacy, as their conduct would reflect on the church.

(b) Exceptions to the general expectation of confidentiality.

Surely some people who come to CCSG will be engaging in activities that are illicit, illegal or harmful to others. We advise and expect those who read, heal or counsel at CCSG, or with any possible perception of representing CCSG, to guide those they work with toward halting any

on-going activities that are illicit, illegal or harmful to others. There is no legal obligation for “members of the clergy,” which include ministers and ministers-in-training of CCSG, including clairvoyant students, to report any confidentially acquired knowledge of wrong-doing to government or law enforcement. At the same time, we believe it essential, for the reputation of the church and furtherance of its creed and mission, that no impression of condoning such activity ever be given. As a general rule, we expect everyone doing counseling at CCSG who become aware of activities that are illicit, illegal or harmful to others to advise anyone engaged in those activities to stop them right away. In cases where one of our members becomes aware that a person may be doing harm to themselves or others, we encourage and expect that member to confer with at least two senior leaders of CCSG (members of the Board of Directors or officers of the church). In rare circumstances, the ministers consulting on the matter may determine it to be in the best interest of all concerned to voluntarily inform appropriate outside personnel, such as law enforcement, of the situation. Such circumstances might include on-going child abuse, dealing addictive drugs, etc. We note that it is impossible to write rules that can be applied clearly to every situation: these cases will call for a great deal of judgment based on the specific circumstances.

As a reader offering professional counselings (for a fee) on the premises of CCSG, the board believes you will be perceived as a representative of the church, whether or not you actually are. Therefore it is imperative that while conducting such counseling and all related activities, you behave in accordance with the creed of CSSG and the letter and spirit of the policies written above. Your submission of the letter on the following page, or one like it, indicates that you have read, understand and agree to the creed and these policies.

Sample letter from potential professional readers to the BoD (you may print the following page and submit it as your letter of request):

Dear Board of Directors of the Community Church for Spiritual Growth:

I am a graduate of the Clairvoyant Program. I graduated in _____ (month) of _____(year). My membership in CCSG is current. I am doing at least one of the following:

- Teaching actively at CCSG,
- Acting as a regular teaching contributor to one or more CCSG events including Community Workshops, Erasure Lectures, Clairvoyant Program, etc.,
- Acting as a regular House Control,
- Regularly Contributing Time and/or Talent to CCSG in some other form,

Or, I am a

- Current or former Board of Directors member.

I would like to do professional readings at CCSG when there is room for me to do so without disturbing any other activity. I will post my intended uses of the building on the designated calendar in order to prevent and resolve time conflicts. I will send an email to board@ccsgsj.org requesting access to that calendar upon approval of this request. I agree to abide by the creed and the by-laws of CCSG. I agree to abide by all other relevant policies established by the Board of CCSG. This includes the the policies on Confidentiality and Conflicts of Interest established in October 2016, which I have read and understand. I promise to tithe to CCSG at least 20% of the amount I receive for doing my professional readings.

I hereby request authorization from the Board of Directors of CCSG to do professional readings on the premises of CCSG, pursuant to the conditions agreed above.

Thank you for your consideration,

Signature

Date

Printed Name

Letter of approval from the BoD to authorized professional readers:



COMMUNITY CHURCH FOR SPIRITUAL GROWTH

Dear Rev. _____,

The Board of Directors of the Community Church for Spiritual Growth has approved your request to do spiritual counselings at the CCSG premises on a fee basis, i.e. professionally. The Board permits and requests that you provide spiritual counseling to the general public. The Board knows that you will exemplify the creed of our church in the way you conduct your counselings, and that you will abide by all policies set forth by the Board. Fees for these counselings should be paid directly to you and not to CCSG, as they will not be passed on to you if paid to the church. The Board requests and requires that you make a donation to CCSG reflecting the value of having the building and the spiritual sanctuary it houses available to you for these appointments. The amount of that donation is at your discretion, but should be at least 20% of the amount(s) you receive.

Scheduling your use of the building is your responsibility and is ultimately under the control of the Director of Spiritual Training. CCSG activities such as classes, fairs, Community and Board meetings take priority over professional counselings or private teaching at all times. You should use the designated online calendar to make sure your planned use of the building does not conflict with any other activity of CCSG or another professional counseling before scheduling with your client.

The Board is glad you will be offering your communication, counseling and clairvoyant expertise to a wider community. We are confident that your extensive experience will reflect well on you and on CCSG, expanding the Church's outreach as well as your own reputation.

Spread awareness and light!

With our blessings,

Rev. _____
on behalf of the CCSG Board of Directors

Date: _____

Signed and acknowledged by recipient,

Rev. _____
(Professional Reader)

Date: _____