

CHURCH HANDBOOK

Spiritual Foundation, Community Covenant, Ethics, Governance & Ministry Guidelines

“The heavens are our passion. Helping people is our promise. Healing is our offering.”

Founded by Danny Santos

Healing • Education • Transformation • Spirituality • Community

A Note About This Handbook

This handbook is intended to serve as a practical and spiritual guide for Santos & The Crystal Visions. It brings together the organization's spiritual philosophy, the teachings and themes reflected in Danny Santos' work, community values, ceremony and safety principles, leadership ethics, and the governance framework established by the organization's governing documents.

The handbook is designed to complement, not replace, the Articles of Incorporation, Bylaws, applicable law, and formal Board policies. If a conflict exists between this handbook and the organization's governing documents or applicable law, the governing documents and law control.

The spiritual teachings in this handbook are offered as a framework for reflection and community practice. They are not intended to replace medical, psychiatric, psychological, legal, or other professional advice.

Table of Contents

PART I — Our Spiritual Foundation

1. Welcome to Santos & The Crystal Visions
2. Our Mission
3. Our Vision
4. Who We Are
5. Our Spiritual Philosophy
6. The Medicine of the Cosmos
7. The Sacred Laws of the Universe
8. Our Relationship with Ayahuasca
9. Noya Rao & the Shipibo Tradition
10. Astrology as a Spiritual Tool
11. The 12 Steps, 12 Signs Framework
12. Recovery, Healing & Transformation

PART II — Our Community

- 13. Radical Inclusion & Belonging
- 14. LGBTQ+ Affirmation & Spiritual Belonging
- 15. Our Core Values
- 16. Our Community Covenant
- 17. Personal Responsibility
- 18. Confidentiality & Privacy
- 19. Consent & Personal Boundaries
- 20. Creating a Safe Space

PART III — Sacred Ceremony

- 21. The Purpose of Sacred Ceremony
- 22. Ceremony as a Spiritual Practice
- 23. Preparation & Intention
- 24. Participant Safety
- 25. Consent & Touch
- 26. Facilitator Responsibilities
- 27. Ceremony Confidentiality
- 28. Integration & Aftercare
- 29. When Additional Support Is Needed

PART IV — Leadership & Ethics

- 30. Leadership Philosophy
- 31. Facilitator Code of Ethics
- 32. Spiritual Authority & Power
- 33. Professional & Personal Boundaries
- 34. Sexual & Romantic Relationships
- 35. Conflicts of Interest
- 36. Complaints & Grievances
- 37. Accountability & Corrective Action

PART V — Governance & Board of Directors

- 38. Organizational Governance 39. Board Composition
- 40. Current Board Leadership 41. The Role of the Board
- 42. The President 43. The Secretary 44. The Treasurer
- 45. Board Meetings 46. Quorum & Voting
- 47. Board Ethics & Conflict of Interest 48. Financial Stewardship
- 49. Board & Spiritual Leadership 50. Board Diversity & Community Representation
- 51. Committees 52. Board Member Compensation & Reimbursement
- 53. Leadership Accountability

PART VI — Ministry & Community Operations

- 54. Membership & Participation 55. Volunteers
- 56. Events, Retreats & Gatherings 57. Photography, Recording & Social Media
- 58. Communication 59. Financial Integrity
- 60. Facility & Property Use 61. Emergency Preparedness

PART VII — Our Path of Transformation

- 62. The 12 Steps, 12 Signs Path 63. The Zodiac as a Spiritual Map
- 64. Living in Divine Timing 65. The Spiritual Toolkit
- 66. The Journey Toward Self-Love

APPENDICES

- A. Community Covenant
- B. Facilitator Covenant
- C. Participant Agreement
- D. Board & Leadership Covenant
- E. Foundational Statement
- F. The Ayahuasca Manifesto — Our Sacred Text
- G. Handbook Acknowledgment

PART I — OUR SPIRITUAL FOUNDATION

1. Welcome to Santos & The Crystal Visions

Welcome to Santos & The Crystal Visions.

We are a spiritual community devoted to healing, education, self-discovery, and transformation. We believe that every human being carries within them a unique expression of the Divine and that each person's path toward healing is sacred.

Our community draws from a diverse spiritual toolkit that includes astrology, spirituality, archetypal psychology, tarot, mediumship, shamanism, breathwork, Reiki, sound healing, spiritual coaching, meditation, recovery traditions, and sacred plant medicine.

At the heart of our work is the belief that there is no single path to healing. Some people may find transformation through sacred ceremony. Others may find it through astrology, spiritual practice, recovery work, community, creative expression, therapy, meditation, or simply learning to love themselves more deeply.

Our purpose is not to tell people how they must heal. Our purpose is to help people discover tools that allow them to heal in the way that is right for them.

We welcome you exactly as you are. And we believe that healing begins when you no longer have to hide who you are in order to belong.

2. Our Mission

Santos & The Crystal Visions exists to create a safe, inclusive, and transformative spiritual community where every person is welcomed, respected, and given the freedom to explore their own path toward healing and self-discovery.

We seek to bring together ancient wisdom and modern approaches to spiritual transformation through astrology, shamanism, sacred ceremony, recovery principles, archetypal psychology, tarot, mediumship, and other spiritual practices.

We are committed to creating a spiritual home where LGBTQ+ people and people from diverse cultural, spiritual, and personal backgrounds can feel safe, affirmed, and fully welcome.

Our mission is to help people reconnect with themselves, with one another, and with the sacred rhythms of life.

3. Our Vision

We envision a world where spiritual communities are places of genuine belonging rather than exclusion.

We envision a community where people can explore spirituality without fear of judgment, where LGBTQ+ people are fully affirmed, where diverse healing traditions are respected, and where individuals are encouraged to develop their own relationship with the Divine.

We envision a future in which people have access to a broad spiritual toolkit and are empowered to discern which practices best support their individual journeys.

We believe healing is an art form. Our vision is to help people make their lives a work of art.

4. Who We Are

Santos & The Crystal Visions was founded by Danny Santos, whose work brings together astrology, spiritual life coaching, Ayahuasca and plant-medicine traditions, Reiki, breathwork, sound healing, psychic mediumship, recovery principles, and shamanic practice.

Danny's spiritual work grew from decades of astrological study and deepened through experiences with shamanism, plant medicine, recovery, trauma healing, and spiritual practice.

His personal experiences include recovery from codependency, surviving a hate crime related to being gay, surviving an eating disorder, navigating generational trauma, and growing up as the child of immigrant parents.

These experiences inform a central belief of this ministry: healing and recovery are possible.

The work of Santos & The Crystal Visions is rooted in the understanding that our wounds do not have to define our destiny.

5. Our Spiritual Philosophy

Our spiritual philosophy is expansive, inclusive, and experiential.

We honor the wisdom of the cosmos; the natural cycles of life; astrology; shamanic traditions; sacred plant medicine; recovery principles; archetypal psychology; tarot; mediumship; breathwork; Reiki; sound healing; meditation; spiritual coaching; community; self-reflection; personal responsibility; and service to others.

We do not believe that one spiritual practice is inherently superior to all others. Each person is invited to develop discernment and to build a spiritual toolkit appropriate to their own journey.

Our goal is not spiritual perfection. Our goal is greater awareness.

6. The Medicine of the Cosmos

The Medicine of the Cosmos is the spiritual framework associated with Danny Santos' work bringing together plant-medicine shamanism and astrology.

It is an approach to transformation that recognizes the relationship between the human experience and the greater cosmic patterns in which we live.

The Medicine of the Cosmos invites us to explore who we are, why we are here, what patterns we carry, what wounds we are being called to heal, what gifts we are being called to develop, and how we can live with greater alignment.

The birth chart becomes a tool for reflection. The cosmos becomes a mirror. The spiritual journey becomes an invitation to become more fully ourselves.

7. The Sacred Laws of the Universe

Spiritual growth requires both self-awareness and personal responsibility. We believe each person has the capacity to participate consciously in their own transformation.

One of the central principles expressed through the 12 Steps, 12 Signs framework is: You are divine, therefore you must always be yourself.

Authenticity does not mean acting without regard for others. Authentic living requires courage, accountability, compassion, and responsibility.

We seek to become more fully ourselves while learning how to love ourselves, others, and the world in proper balance.

8. Our Relationship with Ayahuasca

Ayahuasca is a sacred plant medicine that holds an important place in the spiritual life and teachings of Santos & The Crystal Visions.

Our relationship with Ayahuasca is rooted in reverence, humility, respect, and responsibility. We recognize that Ayahuasca is not a recreational substance and that ceremony is approached as sacred spiritual practice.

We honor the traditions and cultures from which these practices originate and recognize the importance of approaching Indigenous traditions with respect rather than appropriation.

Participation in Ayahuasca ceremony is never a requirement for belonging to our spiritual community. Our broader spiritual toolkit includes many paths to reflection and transformation.

In discerning how to relate to Ayahuasca with reverence and right understanding, our ministry refers to the Ayahuasca Manifesto — a widely circulated anonymous text written in the voice of the spirit of the medicine itself — for guidance. We hold the Manifesto as a sacred text alongside our own teachings and the wisdom of the Indigenous traditions and leaders we collaborate with. It informs, but does not replace, our own discernment, this handbook, or our Statement of Faith. The full text of the Manifesto, and a selection of passages that guide our ministry, appear in Appendix F.

9. Noya Rao & the Shipibo Tradition

Noya Rao, described within Danny Santos' spiritual work as the Shipibo Tribe's Tree of Enlightenment, holds an important place in the development of the teachings that inform this ministry.

We approach the Shipibo tradition with deep respect and gratitude. We recognize that Indigenous spiritual traditions are living traditions belonging to distinct peoples and communities.

Our ministry does not claim ownership over Shipibo culture, traditions, or spiritual knowledge. We seek to acknowledge the teachers, traditions, and experiences that have influenced our work while encouraging humility, respect, ethical relationship, and continued learning.

10. Astrology as a Spiritual Tool

At Santos & The Crystal Visions, astrology is not viewed simply as entertainment or prediction. We use astrology as a language for self-reflection.

The birth chart can serve as a symbolic map through which a person explores identity, purpose, strengths, challenges, patterns, relationships, growth, shadow, light, and personal transformation.

We believe astrology can help us ask better questions. It does not remove personal agency. It invites us to become more conscious of how we participate in our own lives.

11. The 12 Steps, 12 Signs Framework

12 Steps, 12 Signs: An Astrologer's Guide to Recovery brings together the traditional framework of the Twelve Steps with the twelve signs of the zodiac.

The framework offers a more inclusive, culturally diverse, spiritually oriented approach to healing and personal transformation. It is intended as a complementary framework and does not replace traditional Twelve Step fellowships.

The journey includes self-discovery, personal analysis, reflection, transformation, recovery, self-love, compassion, spiritual discipline, personal responsibility, and alignment with natural cycles.

The intention is ultimately to learn how to love oneself, others, and the world in healthy balance.

12. Recovery, Healing & Transformation

We recognize that recovery takes many forms. People may be recovering from addiction, trauma, codependency, family dysfunction, shame, religious trauma, internalized oppression, grief, loss, relationship patterns, disconnection from self, or generational trauma.

Our ministry does not define recovery narrowly. Recovery can mean returning to oneself, reclaiming one's identity, learning to love oneself, developing healthy boundaries, learning to live authentically, and becoming willing to change not only what we do, but how we do it.

We honor traditional recovery programs and the wisdom they offer while recognizing that many people seek spiritual communities that are inclusive, culturally diverse, queer-affirming, and spiritually oriented rather than traditionally religious.

PART II — OUR COMMUNITY

13. Radical Inclusion & Belonging

Santos & The Crystal Visions is committed to creating a community where people can show up as their authentic selves.

We welcome people regardless of race, ethnicity, culture, gender identity, sexual orientation, relationship structure, spiritual background, religious background, recovery history, economic background, ability, or personal history.

We believe spiritual community should be a place of belonging. No one should have to hide who they are to participate.

14. LGBTQ+ Affirmation & Spiritual Belonging

Our commitment to LGBTQ+ people is central to our ministry.

We believe LGBTQ+ people are whole, worthy, sacred, and deserving of spiritual belonging. We affirm gay, lesbian, bisexual, transgender, nonbinary, queer, intersex, and questioning people.

We respect each person's chosen name and pronouns. We do not tolerate harassment, discrimination, bullying, conversion practices, or attempts to shame or spiritually invalidate someone's identity.

There is nothing about being LGBTQ+ that requires healing or fixing. The work of healing is not about changing who someone is. It is about helping each person become more fully who they are.

15. Our Core Values

- Safety: We prioritize physical, emotional, psychological, and spiritual safety.
- Consent: Consent must be freely given, informed, specific, and ongoing.
- Inclusion: Everyone deserves dignity and respect.
- Authenticity: We encourage people to live honestly and courageously.
- Humility: No spiritual leader is above accountability.
- Integrity: We strive to align our actions with our teachings.
- Personal Responsibility: Each person is responsible for their choices and participation in their healing journey.
- Compassion: We recognize that everyone carries unseen stories.
- Confidentiality: We protect the privacy of our community.
- Community: Healing is strengthened through healthy connection.
- Service: Our gifts become most meaningful when used in service to others.
- Continuous Growth: Spiritual development is an ongoing process.

16. Our Community Covenant

As members and participants, we agree to treat others with dignity; honor identities and pronouns; practice consent; respect personal boundaries; protect confidentiality; avoid harassment and discrimination; refrain from exploiting vulnerability; avoid using spiritual teachings to manipulate others; take responsibility for our actions; speak honestly and compassionately; ask for help when needed; respect diverse spiritual beliefs; allow others to walk their own path; practice humility; and participate in community with integrity.

17. Personal Responsibility

Our ministry believes spiritual growth requires personal agency. We encourage participants to seek support, ask questions, develop discernment, and make informed decisions.

No facilitator can do another person's healing for them. No spiritual leader can guarantee a particular outcome. No ceremony can replace personal responsibility.

We encourage members to build a broad support network that may include spiritual community, trusted friends and family, licensed healthcare professionals, therapists, recovery programs, and other qualified resources.

18. Confidentiality & Privacy

Personal stories shared within sacred or community spaces should be treated with respect.

Participants should not share another person's private story without permission, post photographs of others without consent, record ceremonies without explicit authorization, share identifying details about another person's experience, or use someone's vulnerability for social media content.

Confidentiality is an expression of love and respect.

19. Consent & Personal Boundaries

Consent is foundational to our community. It applies to physical touch, hugging, massage, energy work, spiritual practices, photography, recording, personal questions, sharing personal information, and sexual or romantic interactions.

A person may change their mind at any time. "Not now" means no. Silence is not consent. Spiritual authority does not override personal boundaries.

20. Creating a Safe Space

Everyone who enters our community should be able to reasonably expect respect, dignity, privacy, freedom from harassment, freedom from discrimination, clear boundaries, informed consent, the ability to say no, the ability to ask questions, the ability to leave an activity, and access to a process for raising concerns.

Safety is not merely the absence of danger. Safety is the presence of trust.

PART III — SACRED CEREMONY

21. The Purpose of Sacred Ceremony

Sacred ceremony is an opportunity to enter into intentional relationship with the spiritual dimensions of life.

Ceremony may invite self-reflection, emotional processing, spiritual insight, connection, grief work, forgiveness, personal responsibility, release, and renewal.

Every person's experience is unique. No two journeys are the same.

22. Ceremony as a Spiritual Practice

Ceremony should be approached with reverence. Participants are encouraged to arrive with humility, intention, openness, respect, patience, curiosity, and willingness to listen.

Ceremony is not a performance and not a competition. There is no prize for having the most dramatic experience.

The goal is not to escape life. The goal is to return to life with greater awareness.

23. Preparation & Intention

Participants should receive appropriate preparation information before ceremony. Preparation may include understanding the nature of ceremony, personal responsibilities, disclosure of relevant health information, reviewing medications and contraindications with qualified professionals, understanding consent and boundaries, arranging safe transportation, preparing for integration, and setting personal intentions.

Participants should never feel pressured to participate.

24. Participant Safety

Safety is the responsibility of everyone. Facilitators should maintain appropriate emergency plans and know how to respond to medical, psychological, and other urgent situations.

Participants are encouraged to communicate concerns. Facilitators should never assume that every difficult experience is simply “part of the medicine.” When someone needs medical or mental health support, appropriate professional assistance should be sought.

25. Consent & Touch

Touch should never be assumed. Facilitators must obtain clear consent before physical contact, including holding hands, hugging, massage, or energy work.

A participant's altered or vulnerable state does not diminish their right to bodily autonomy.

26. Facilitator Responsibilities

Facilitators are entrusted with significant responsibility. They must maintain professional boundaries, protect participant confidentiality, respect consent, avoid exploitation and discrimination, practice humility, recognize their scope of competence, seek additional help when appropriate, never claim absolute spiritual authority, never manipulate participants, never use ceremony to pursue personal sexual or romantic relationships, and never threaten spiritual consequences for disagreement or departure.

A facilitator's role is to hold space. It is not to control another person's spiritual journey.

27. Ceremony Confidentiality

What happens in ceremony should be treated as confidential. Participants may share their own experiences when they choose, but should not share another participant's personal story without permission.

Facilitators must be especially careful with the confidentiality of vulnerable participants.

28. Integration & Aftercare

Ceremony does not end when the ceremony closes. Integration is the process of bringing insight into daily life.

Integration may include reflection, journaling, astrology, meditation, therapy, recovery meetings, breathwork, community, creative expression, healthy relationships, service, and time in nature.

The purpose of integration is not to preserve a ceremonial state. It is to transform insight into action.

29. When Additional Support Is Needed

Santos & The Crystal Visions is a spiritual community. Our spiritual practices are not intended to replace licensed medical, psychiatric, or psychological care.

Participants may benefit from qualified professional support, particularly when navigating severe mental health symptoms, trauma, addiction, suicidal thoughts, psychosis, medical conditions, medication management, or eating disorders.

We encourage appropriate professional support and collaboration whenever needed.

PART IV — LEADERSHIP & ETHICS

30. Leadership Philosophy

Leadership is a sacred responsibility. Leaders are not entitled to special treatment because of their spiritual position. Leadership exists to serve.

We believe the healthiest spiritual communities are those where leaders remain humble, accountable, transparent, open to feedback, willing to apologize, willing to learn, and willing to step aside when necessary.

31. Facilitator Code of Ethics

All facilitators agree to: do no intentional harm; honor consent; protect confidentiality; respect personal boundaries; avoid exploitation; avoid discrimination; honor LGBTQ+ identities; maintain appropriate relationships; practice within their competence; seek supervision and support when needed; never claim infallibility; never use spiritual authority to manipulate; never retaliate against someone who raises a concern; prioritize participant safety; and take responsibility for mistakes.

32. Spiritual Authority & Power

Spiritual authority must never become spiritual domination. Participants are encouraged to maintain discernment.

Participants are allowed to ask questions, disagree, say no, leave, seek outside guidance, maintain independent relationships, and make their own decisions.

No facilitator should encourage dependency or suggest that a participant cannot heal without them.

33. Professional & Personal Boundaries

Facilitators should be conscious of power dynamics inherent in spiritual work. Particular care should be taken with sexual relationships, romantic relationships, financial relationships, business partnerships, dual relationships, social media relationships, gifts, and personal favors.

The more vulnerable the participant, the greater the responsibility of the leader.

34. Sexual & Romantic Relationships

Sexual or romantic relationships between facilitators and participants require careful ethical consideration because of inherent power imbalance.

A facilitator must never use spiritual authority, ceremony, access to sacred space, promises of healing, spiritual teachings, or confidential information to initiate or manipulate a sexual or romantic relationship.

Allegations of sexual misconduct will be taken seriously and addressed through an appropriate review process.

35. Conflicts of Interest

Leaders should disclose conflicts of interest when appropriate. No leader should use their position for improper personal, financial, or professional gain.

36. Complaints & Grievances

Members have the right to raise concerns regarding safety, harassment, discrimination, misconduct, boundary violations, spiritual abuse, financial concerns, or facilitator behavior.

Concerns should be received respectfully and without retaliation. A person raising a concern in good faith should not be punished simply for speaking up.

37. Accountability & Corrective Action

When concerns are substantiated, appropriate action may include education, mediation, additional training, supervision, written warning, temporary suspension, removal from leadership, or permanent separation.

Serious allegations may require outside professional or legal involvement.

PART V — GOVERNANCE & BOARD OF DIRECTORS

38. Organizational Governance

Santos & The Crystal Visions is governed as a Michigan nonprofit corporation.

The organization is committed to maintaining a governance structure that supports its spiritual mission while ensuring responsible stewardship of resources, transparent decision-making, ethical leadership, and accountability to applicable law and governing documents.

The Board of Directors serves as the organization's governing body and is responsible for overseeing the corporation's property and business affairs in accordance with applicable law, the Articles of Incorporation, and the Bylaws.

The spiritual mission and the legal responsibilities of the Board are complementary but distinct. The Board provides organizational governance and fiduciary oversight. Spiritual leaders and facilitators provide spiritual teaching, ministry, ceremony, education, and community programming within their authorized roles.

39. Board Composition

The authorized number of Directors is not fewer than three and not more than five, unless the Bylaws are amended by the Board. The Board determines the number of Directors within that authorized range.

Directors are elected by the Board at the annual meeting and serve until their successors are elected or until death, resignation, or removal.

The organization seeks Directors who collectively bring experience and wisdom in spiritual leadership, nonprofit governance, medicine and health, mental health and wellness, plant-medicine ethics, legal and regulatory compliance, finance, operations, technology, fundraising, community building, LGBTQ+ inclusion, cultural competency, and risk management.

40. Current Board Leadership

Danny Santos — President & Secretary. Danny Santos serves as the organization's President and Secretary and is a central spiritual leader and founder of the ministry. The President is the principal executive officer and presides over Board meetings. The Secretary is responsible for official notices, minutes, and corporate records.

Dr. Mirta Avila Santos — Board Member. Dr. Mirta Avila Santos is a retired physician, nonprofit executive, and lifelong patient advocate with extensive experience in medicine, clinical research, and nonprofit organizations. She brings perspectives grounded in patient safety, clinical discernment, ethical leadership, nonprofit governance, and compassionate service.

Dominic Serra — Board Member. Dominic Serra is an entrepreneur, technology executive, and business strategist with experience in technology, telecommunications, operations, strategic planning, and organizational growth. He brings expertise in operational leadership and technology infrastructure supporting modern spiritual communities.

Board composition and officer roles are subject to the organization's governing documents and formal Board action.

41. The Role of the Board

The Board is responsible for protecting the mission; overseeing corporate affairs; providing fiduciary oversight; approving major financial decisions; establishing appropriate policies; selecting and overseeing officers; supporting organizational sustainability; protecting the organization's reputation and integrity; ensuring responsible stewardship of charitable assets; overseeing risk management; supporting ethical leadership; reviewing significant organizational concerns; and ensuring operations are consistent with governing documents and applicable law.

42. The President

The President serves as principal executive officer and has general charge and control over the nonprofit corporation's business affairs and properties, subject to the Articles, Bylaws, and Board authority.

The President presides over Board meetings and may execute authorized contracts and obligations on behalf of the organization.

For Santos & The Crystal Visions, the President also provides continuity between the organization's founding spiritual vision and its broader organizational mission.

43. The Secretary

The Secretary provides required notices, maintains official Board minutes, maintains corporate records, supports accurate documentation of Board actions, and performs other duties assigned by the Board or President.

The Secretary serves as an important guardian of institutional memory and organizational continuity.

44. The Treasurer

The Treasurer is responsible for custody of corporate funds and securities, maintaining accurate financial records, accounting for receipts and disbursements, ensuring funds are deposited in Board-designated financial institutions, disbursing funds as authorized, and providing financial reports to the President and Board when requested.

Financial stewardship is considered a sacred responsibility. Organizational resources exist to support the mission and should be managed with integrity, transparency, prudence, and accountability.

45. Board Meetings

The Board holds its annual meeting on the second Friday of January for the election of Directors and transaction of appropriate organizational business.

Regular meetings may be scheduled by Board resolution. Special meetings may be called as permitted by the Bylaws. The Secretary provides required notice.

Board meetings may be conducted by telephone or video conference when permitted by the Bylaws. The Board may also act by unanimous written consent when permitted.

46. Quorum & Voting

Two-thirds of the Directors then in office constitutes a quorum. Unless otherwise provided by the Bylaws or Articles of Incorporation, action of a majority of Directors at a meeting where a quorum is present constitutes action of the Board.

Where the Bylaws require a specific voting threshold, that threshold controls.

47. Board Ethics & Conflict of Interest

Directors are expected to act in the best interests of Santos & The Crystal Visions. Directors should exercise good-faith judgment, maintain confidentiality, disclose actual or potential conflicts, avoid improper personal benefit, protect organizational resources, maintain appropriate boundaries, respect properly adopted Board decisions, and keep the mission at the center of governance.

When a Director has a personal or financial interest in a matter before the Board, the Director should disclose that interest and, when appropriate, recuse themselves from deliberation or voting.

48. Financial Stewardship

Organizational funds shall be managed according to Board-approved policies and the Bylaws.

The Board determines authorized financial institutions and may authorize officers, employees, or agents to enter into contracts or sign instruments on behalf of the corporation.

Checks and payment instruments must be executed according to procedures established by Board resolution.

The corporation may not make loans or borrow funds unless specifically authorized by Board resolution, and the corporation will not make loans to Directors or officers.

The fiscal year ends on the last day of December.

49. Board & Spiritual Leadership

The Board recognizes that spiritual leadership and corporate governance are distinct responsibilities that must work together.

The Board is responsible for the health and governance of the organization. Spiritual leaders are responsible for spiritual and ceremonial integrity within their roles.

The Board should not interfere unnecessarily with legitimate spiritual expression, while spiritual leaders must respect the Board's legal and fiduciary responsibilities.

When significant decisions involve both spiritual mission and organizational governance, the parties should seek collaborative discernment.

50. Board Diversity & Community Representation

Santos & The Crystal Visions seeks to cultivate a Board that reflects the values of the community it serves.

Future Board recruitment should consider LGBTQ+ representation, gender diversity, racial and cultural diversity, medical and mental health expertise, nonprofit experience, legal expertise, financial expertise, plant-medicine and ceremonial ethics, and community leadership.

The Board recognizes that diverse perspectives strengthen organizational discernment and reduce the risk of groupthink.

51. Committees

The Board may establish committees as needed. Committees may focus on finance, governance, safety and ethics, spiritual programming, community engagement, fundraising, risk management, LGBTQ+ inclusion, and legal and compliance matters.

Unless otherwise established by Board resolution, committee governance follows applicable provisions of the Bylaws and Board directives.

52. Board Member Compensation & Reimbursement

Directors do not receive stated salaries for their service as Directors. Directors may receive reimbursement for appropriate expenses associated with Board service, and the Board may establish a fixed meeting attendance amount by resolution.

A Director may separately serve the organization in another capacity and receive compensation for that separate service, provided the arrangement is appropriately authorized and consistent with applicable law and conflict-of-interest policies.

53. Leadership Accountability

All leaders of Santos & The Crystal Visions—including Directors, officers, spiritual leaders, facilitators, employees, and volunteers—are expected to uphold the organization's ethical standards.

Leadership is a position of trust. No leader is above accountability. No leader may use spiritual authority, corporate authority, or access to organizational resources to exploit, manipulate, discriminate against, or harm another person.

PART VI — MINISTRY & COMMUNITY OPERATIONS

54. Membership & Participation

Participation in Santos & The Crystal Visions may take many forms, including worship, ceremony, astrology, spiritual coaching, integration, workshops, retreats, community gatherings, education, and volunteer service.

Participation in one activity does not require participation in another.

The corporation's Bylaws do not establish statutory members. Organizational governance is vested in the Board of Directors as provided in the governing documents.

55. Volunteers

Volunteers are expected to respect the Community Covenant, maintain confidentiality, follow safety protocols, respect boundaries, follow facilitator direction, and report concerns appropriately.

56. Events, Retreats & Gatherings

All events should have clear expectations regarding schedule, participation, safety, emergency procedures, transportation, accommodations, food, accessibility, photography, and confidentiality.

57. Photography, Recording & Social Media

Photography and recording require consent. Participants should not photograph or record someone in a vulnerable state without permission.

The church may establish designated photography areas or moments during public events. Ceremony spaces should generally be treated as private and recording-free unless specifically authorized.

58. Communication

Official communications should reflect the values of Santos & The Crystal Visions and should be respectful, inclusive, accurate, compassionate, and non-discriminatory.

59. Financial Integrity

Financial practices should be transparent and responsibly managed. Leaders should avoid financial exploitation of participants.

Any contributions, donations, fees, or payments should be clearly communicated. No person should be pressured to donate in order to receive spiritual acceptance or belonging.

60. Facility & Property Use

Facilities used by the church should be maintained in a manner that supports safety, dignity, accessibility, and respect.

Property should be used consistently with Board-approved policies and applicable agreements.

61. Emergency Preparedness

The church should maintain written procedures for medical emergencies, fire, evacuation, natural disasters, mental health emergencies, missing persons, and security concerns.

Leaders should know how to access emergency services when needed.

PART VII — OUR PATH OF TRANSFORMATION

62. The 12 Steps, 12 Signs Path

The 12 Steps, 12 Signs framework invites us to explore the Twelve Steps through the archetypes of the zodiac.

Each sign offers a unique lesson. Each sign carries light and shadow. Each sign teaches virtues that may become tools for healing.

The journey is not about becoming one sign and rejecting the others. It is about learning to access the wisdom of all twelve.

63. The Zodiac as a Spiritual Map

The zodiac can be understood as a symbolic journey through birth, identity, self-worth, communication, home, service, relationship, transformation, meaning, purpose, community, and transcendence.

Each sign offers a different medicine. No sign is superior. The wisdom lies in learning when and how to use each archetype.

64. Living in Divine Timing

One of the central teachings of 12 Steps, 12 Signs is learning to live in harmony with the natural cycles of life and astrology.

We believe that life moves in seasons. There are times for beginning, building, resting, releasing, grieving, growing, creating, and transforming.

Divine Timing teaches us that not every season is a season of action. Sometimes the most spiritual thing we can do is wait.

65. The Spiritual Toolkit

Our community encourages people to develop a diverse spiritual toolkit. This may include astrology, meditation, breathwork, prayer, tarot, journaling, shamanic practice, Reiki, sound healing, recovery work, therapy, community, nature, creative expression, and sacred ceremony.

The goal is discernment. The question is not “What is the one thing that will save me?” The question is “What tool is being called for in this moment?”

66. The Journey Toward Self-Love

Ultimately, our spiritual work leads us back to love. Not perfection. Not performance. Not approval. Love.

The journey of 12 Steps, 12 Signs is a journey toward self-discovery, reflection, transformation, and learning to love oneself, others, and the world in proper balance.

We believe healing begins when we stop abandoning ourselves. Transformation begins when we become willing to see ourselves honestly. Freedom begins when we no longer need to hide who we are.

We believe spiritual maturity means learning to hold both our light and our darkness with compassion.

APPENDICES

Appendix A — Community Covenant

I agree to participate in Santos & The Crystal Visions with integrity, respect, and compassion.

- Honor the dignity of every person.
- Respect people's identities.
- Practice consent.
- Honor confidentiality.
- Respect boundaries.
- Do not use spiritual teachings to manipulate or control others.
- Take responsibility for my actions.
- Speak up when I see harm.
- Remain open to learning.

- Remember that every person is on their own journey.
- Seek to create a community in which everyone can feel safe enough to become more fully themselves.

Appendix B — Facilitator Covenant

As a facilitator, I recognize that I hold a position of trust. I understand that my role is not to control another person's spiritual experience. I commit to practicing humility, consent, confidentiality, integrity, and accountability. I will maintain appropriate boundaries. I will not exploit vulnerability. I will not discriminate. I will respect LGBTQ+ participants and honor their identities. I will seek help when I do not have the appropriate knowledge or skill. I will accept feedback. I will take responsibility for my mistakes. I will remember that my role is to serve.

Appendix C — Participant Agreement

By participating in Santos & The Crystal Visions activities, I acknowledge that spiritual practices are personal and that my experience may differ from that of others. I understand that I am responsible for my own choices; I may ask questions; I may say no; I may establish boundaries; I may leave an activity; I am encouraged to seek professional support when appropriate; spiritual practices do not replace medical or mental healthcare; confidentiality is a shared community responsibility; and I agree to respect the safety and dignity of others.

Appendix D — Board & Leadership Covenant

As a Director or organizational leader, I recognize that I hold a position of trust. I commit to serving the mission of Santos & The Crystal Visions with integrity, humility, good faith, and accountability. I will protect confidential information, disclose conflicts of interest, safeguard organizational resources, respect the organization's governing documents, support ethical leadership, and act in the best interests of the organization. I understand that spiritual leadership and corporate governance carry different responsibilities and that both must operate with mutual respect.

Name	Role		
Danny Santos	President & Secretary		
Dr. Mirta Avila Santos	Board Member		
Dominic Serra	Board Member		

Appendix E — Foundational Statement

Santos & The Crystal Visions believes that healing is possible.

We believe spirituality can be inclusive.

We believe LGBTQ+ people belong.

We believe no one should have to sacrifice authenticity to find community.

We believe sacred ceremony should be approached with reverence.

We believe plant medicine should be approached with humility.

We believe astrology can be a mirror.

We believe recovery is possible.

We believe transformation is possible.

We believe that the cosmos can teach us.

We believe that our wounds can become sources of wisdom.

We believe that every person deserves a safe place to heal.

We believe that every person deserves to be seen.

We believe that every person deserves to belong.

And we believe that the greatest spiritual practice is learning how to love ourselves, love one another, and live in harmony with the sacred rhythms of life.

This is Santos & The Crystal Visions.

This is our medicine.

This is our community.

This is our vision.

Appendix F — The Ayahuasca Manifesto — Our Sacred Text

Santos & The Crystal Visions refers to the Ayahuasca Manifesto for guidance and holds it as a sacred text, alongside our own teachings and the wisdom of the Indigenous traditions and leaders we collaborate with. The Manifesto is an anonymous work, first published on May 1, 2012, written in the voice of the spirit of the medicine itself. Its claims and authorship belong to no single tradition or church, and we receive it with the same humility and discernment we ask of everyone who works with our teachings. It does not replace this handbook, our Statement of Faith, or the governing documents of this organization.

The passages below are offered as guidance our ministry recognizes and honors in its own relationship with Ayahuasca.

On Sacredness Through Respect

“When spirituality is respected, it becomes sacred. Sacredness exists only in the inner space of the ones that beholds it. If neither spirituality nor respect is present, then nothing is sacred.”

— Ayahuasca Manifesto, Section 4: About Respect and My Sacred Nature

On Religiousness, Not Religion

“Religiousness, not religion, is the feeling of separation from its spiritual nature mixed with the solemn desire of blending back into it... Let me remind you that you do not need to adopt a religion to practice your core religiousness.”

— Ayahuasca Manifesto, Sections 4–5: About Respect and My Sacred Nature; About the Ayahuasca Churches

On the Role of Churches

“Nevertheless, all the institutional churches of the world carry an important social role. Thanks to them you have organizations that join together Humans with beautiful inner qualities. They support others in many different ways, creating social awareness in their communities, and guiding many in a journey to discover his/her own individual path to the Light. All the churches and religions of the world should be respected.”

— Ayahuasca Manifesto, Section 5: About the Ayahuasca Churches

On Universal Love

“I am alive, to give with crude realism, universal love to all the Human Beings who request it from the depth of their souls.”

— Ayahuasca Manifesto, Section 1: Presentation

On Meeting Every Person Where They Are

“I can manifest within you in accordance with your limited Human concepts about divinity. I can be Buddha to the Buddhist, Allah to the Muslim, and Jesus to the Christian... I can also manifest with neutral divine properties free of any earthly image, concept or precept.”

— Ayahuasca Manifesto, Section 6: The Benefits of My Use — Experiencing the Divine Presence

On Spiritual Healing

“I clear spaces of unconscious darkness. I untangle knots in your most basic neuro-programming, even that one that impacts your entire existence and you are not even aware of... I lead you to discover your inner truth.”

— Ayahuasca Manifesto, Section 6: The Benefits of My Use — Spiritual Catalyzer

On the Quality of Facilitators

“My dear Facilitators should be warriors of good intentions. They should be righteous in character and interested in improving themselves spiritually, socially, psychologically... It is mandatory and necessary for the participants to feel at ease and to trust the Facilitator or shaman during their session so he can surrender to me at a level deep enough as to more effectively heal them.”

— Ayahuasca Manifesto, Section 11: About the Quality of Facilitators or Shamans

On Preparation and the Diet

“All participants must fast prior to a session to ensure adequate absorption of my sacrament and a fulfilling experience... Medical patients under counter indicated medications or psychiatric patients with a history of mental instability, should not receive me to prevent serious health complications.”

— Ayahuasca Manifesto, Section 12: Preparations, Precautions and Diets

The Closing Blessing

"I have expressed the moral standard and spiritual guidance for my use. Every Human Being that receives me in harmony with these guidelines, shall be receiving my blessings, as they shall be in communion with my Spirit, with the Creator, the Tao, and the Universal Love. Amen. Ahó. Namasté."

— Ayahuasca Manifesto, Section 17: Blessings

Appendix G — Handbook Acknowledgment

I acknowledge that I have received and reviewed the Santos & The Crystal Visions Church Handbook. I understand that this handbook provides spiritual, community, ethical, operational, and governance guidance and is intended to complement the organization's governing documents and applicable law. I understand that the Articles of Incorporation, Bylaws, Board policies, and applicable law control in the event of any conflict.

Name: _____ Signature: _____

Date: _____

Document status: Draft for organizational review and legal/governance review before formal adoption.