

My wife and I we run a field-practice since the 1980ies and each of us started more than 100 people in Scientology Orgs on their first service. The Field Exec Int recognized me as "a top international Field Staff Member" in March 1988 and ED-Int handed over to me a metal-plaque on wood when he awarded the Hmb Org for reaching St. Hill Size,

The commendation says:

**"Highly Commended, Andreas Grosz is hereby highly commended for keeping Scientology working through his outstanding contributions as a field staff member in Germany."**

On this Plaque is a quote from LRH: *"The expansion of Scientology depends in no small measure upon the industry and effectiveness of Field Staff Members"* (HCOPL 9 May 1965RA)

**"Presented on behalf of International Management."**

Like other FSMs I had lots of trouble getting my FSMC, but handling the single cycles does not handle the whole sit. We had 8 our selectees on service in the upper orgs and nearly got any FSMC for them (except from two cycles).

Therefore I present the situation how I experienced it in the 1990ies.

What I want to attain with this letter is, to show how destructive this sit is for a "Div-6"-FSM (actually there are no other FSMs than "Div-6"-FSMs).

The need to handle this situation is not only a question of my personal survive, but a question of survival of every FSM and consequently a question of expansion of Scientology in itself.

### **Summary of this letter**

In this letter I want to show up the following four subjects:

- That we are not recognized as staffs, and so are refused the power and backup we need.
- That we have to compete with publics who are no FSMs about our FSMC.
- That other FSMs cross-regg and rip off our FSMC.
- That we are supposed to do other things not our hat and so are put into danger.

### **What the situation is**

The situation is, that there are nearly no professional FSMs any more. Yes, there may be upstat wise-members, companies which handle people in volumes. They - by the way - also start people on The Bridge. But I want to look at the FSM-scene. There are just my wife and me as professionals in the area of Hamburg Org in the 1990ies and then a few other people, who - often just started in Scientology themselves - are bringing all their friends and family-members into Scientology. They are successful without often any FSM-Training, they just use their existing comlines and 8C their people with a lot of enthusiasm into the org and let the registrars do the job.

These temporary FSMs are very sucessfull and productive for the org, but their production ceases as quick as it started within months. No stable production to rely upon.

The Orgs can not start enough public by this line and are spending therefore a lot of money for ineffective promotion.

The reason is - as far as I found: The HCOPL 9. May 1965 FSM Serie #1 is not totally applied. In the subject of FSMing are a lot of Crashing misunderstandings.

In the titel "Field Auditors become staff" and the very first sentence even Div. 6 execs seem to have misunderstanding's on every single part of the sentence!

The sentence is:

***All field auditors of the level of HBA and above are appointed herewith FIELD STAFF MEMBER of their nearest Scientology organization.***

In the following I show the existing misunderstandings in each part of the sentence:

They think "***All field auditors ...***" means "All Scientologists", because every Scientologist is auditor, at least HBA.

But lets hear, what LRH says in HCOPL 6. 4. 57 "Central Files and Procurement". (OEC-Vol. II, page 391):

*Now what do we mean by field auditor? That means "a man who is running PE Courses and who is actively active in the field." It doesn't mean "just any auditor." "Just any auditor" falls in Category 3, somebody we have trained. But somebody we know is busy, somebody who is doing things, we give him the label of "field auditor" and that mean he's running a little office of his own.*

*Therefore we would handle him quite differently than we would handle somebody who just got trained and who went out and is flopping. So we would specially designate this. This man is sending us in PE lists and he's doing all sorts of things and it shows up in their folders by the way that they are active, so we give them this special designation. ... That is a careful designation now: Is this man worthy of the designation "field auditor"?*

So Ron does **not** suggest the orgs, to name every Scientologist an FSM. If we are accepting, every Scientologist is an FSM, then you will get the idea, that FSMs who just start people on The Bridge and collect the commission of the whole Bridge are out of exchange:

For example: If a husband handles his wife to start on The Bridge also, just to handle his PTS-ness and he collects for this FSMC of about US-Dollar 15.000 then everyone would get the idea of out-of-exchange.

But if a field-auditor has to spend thousands of Dollars for setting up his office and is working day and night and contacting hundreds of people, building up ARC, handling any antagonism, letting them do tests, give the pre-session-processes, salvage them and bring some of them to understanding, so that some of them go up The Bridge and he gets the FSMC, then this is really in exchange.

What would happen, if you would walk with your wife to the next Mercedes-dealer and say: "I just closed my wife to buy one of your cars - where do I get my salesman-Commission?"

A salesman is a professional and not a casual worker.

***... of the level of HBA and above ...***

HBA (Hubbard Book Auditor) is often understood as any Bookbuyer. But HCOPL 7. 4.65 "Book Auditor" says, that this cert is just **offered** to every bookbuyer, but not every single bookbuyer is qualified:

*The SOLE requirements are that they have read the book and **done** "some" processing on another successfully.*

Not every bookbuyer has read the book, not every reader has successfully audited.

And not every successful bookauditor asked for the certificate.

And in the same HCOPL LRH stated:

*"The old, old practitioner - THE BOOK AUDITOR - must be recognized as a valid practitioner of Scientology. Unclassed, the Book Auditor cannot legally charge fees or be a field staff*

*member. But the Book Auditor may be given a certificate on application to the qualifications Division."*

The viewpoint of "every bookbuyer is qualified as FSM" brings up the following situations:

We start a business-man on the STCC in the org. We are working with his wife, that she starts also on The Bridge. We find out the counter intentions of the husband, start him on the PTS C/S 1, give him the data, "how to sell Scientology to your friends", so he can help, bringing his wife into Scientology. Then he hears from a registrar or so, that he would get the FSMC, if he brings his wife into the org. From this moment, he is in competition with me as FSM and goes out of comm, and often messes up the whole cycle.

We had this sit sometimes and we also had the result, that both - husband and wife - fall off The Bridge after such competition.

Generally I would say, that a Scientologist is not the FSM of his/her spouse. There may be exceptions, but generally they are not: Because it is another hat, why he is working on his wife: It is his hat as the husband. He is not hatted as FSM, he has not the purpose of the FSM, he does not need the FSMC for his livelihood. He usually need the help of his FSM on this cycle, he is usually not yet certified, he has no fieldauditor-office and often he has a lot of counter intentions starting his wife in Scientology.

Of course, he should use the dissem-tech for helping to bring his wife in, but this does not give him the beingness and profession of an FSM.

To offer him the FSMC does not help to further the cycle, but even gives stops on it, because the original FSM can not be sure, that he gets paid for his work on the wife.

***... are appointed herewith ..."***

An appointment is just the half of the commcycle. Per FSM-Series #1 the fieldauditor has to give an answer to this appointment:

*"The field auditor should write his or her nearest official organization addressing his letter to the Field Staff Member I/C, who would be his superior in an org, giving his acceptance of appointment or declining it.*

So what would the FSM I/C do, if he gets no answer on his appointment?

TR 3 - till he has an acceptance or a declining.

Without this answer, you can never be sure, whether someone is FSM or not. Why should an org pay FSMC to someone, who has not accepted his appointment. He does not wear his hat, because in the first place he has to put it on by accepting it.

*"When a field staff member (Provisional) has been one for ten months, he or she should write the FSM I/C requesting the full appointment be made an giving any evidence of good work."*

LRH does not suggest to keep everyone as FSM, but *"activity is the criteria of issuing full credentials."*

***... Field Staff Member ...***

I apprehend this misunderstanding exist not only in Germany (only a matter of bad translation?): "Field Staff" is an english term for which I found the translation in my dictionary (Langenscheid's Kleiner Muret-Sander): "Außendienst" is the german word, which has the following definition (as per Wahrig - German Dictionary): "employment outside the office".

The misunderstanding is, that an FSM does not belong to the staff of an org. But of course, there are several staff, working outside the org: the body router, the bookseller, a lot of people of Dep. 20...

LRH in HCOPL 20. 11. 65RA I "The promotional actions of an org" also compares the FSM with the salesman (in action no. 136 under Dept of Clearing):

*"Treats the whole departmental activity as salesman are handled by any other business org".*

You will not find any successful business org, where their salesmen/fieldstaff are treated as being stated below and outside the staff-corps.

Another Quote about this:

*"The idea is a parallel of the sales representative. This is the most successful of industrial sales plans. The evolution is from factory to factory product salesman to the factory having retail stores. If the retail branches don't forget to have field (not store) salesmen in their turn then expansion goes on. Always have a public contact pursue out in the public, not a nice desk in the factory." (HCOPL 26. 3.65RA II FSM-Series 2)*

Nearly every week we were told, that we do not belong to the staff of our org:

- we may not attend the staffmeeting,
- I have been crammed for reading the staff notice board,
- we are not team members in the games, which are played,
- we shall not study in the academy at the table "for staff only",
- we are expressly handled in ethics as publics instead as staff, although LRH said in FSM Series No. 1 under paragraph 12:

*"A field staff member comes under the same discipline as any other org staff member and is subject to the same codes of ethics.*

Above quote shows it very clearly: *"... as any other org staff member ..."*. As the Title says *"Fieldauditors become Staff"*, an FSM is a Staffmember.

And LRH gave the reason for his decision to declare a Fieldauditor to be Staff under paragraph 1:

*"The idea of the practitioner setting up a practice to audit preclears must be wrong because it is used with poor success ...We neither have nor need 700 years. Civilization is successful only because it is a team. The individual in our present society has a rough time. We are a team. We have a big job to do. We need everyone aboard. Hence the appointment. This appointment should come as no surprise as we were waiting only for the completion of technology to press the boom buttons. And one of them was to reclaim and enroll as staff members everyone we have ever trained.*

My wife and I could be much more successful,

- if we would be treated as staff member,
- if we would be in the team of the Hmb org,
- if we would attend the staff meeting on thursday evening,
- if we would come under the same discipline as other staff member,
- if we would know, what other staff member are doing and thinking and we would coordinate by this,

- if we would join into the games, which the staff play to reach a new level of production,
- if we would get the recognition by other staff, to be one of them.

It is not an easy job, outside the org, under the attack of SPs and in comm with a lot of PTS-Persons, who dare not be in contact with a Scientologist. Like a public bookseller we also need the org and the team of staffs as a theta full background to do our work outside in an enturbulated world.

**Please treat us not as public, but as staff.**

Of course, if the above misunderstanding's are not cleared, than every staff will reject any FSM to be a staff member like themselves. Because if every public is an FSM, then he can not be on staff.

The only difference between an FSM and an "inside"-Staff is as far as I can see, the pay for our production:

*"Their pay shall be in terms of commissions and therefore should be equal to that of general staff members in the orgs themselves, depending only on the activity of the field staff member. The field staff member is not on proportionate pay and is not on payroll for tax purposes."* (LRH in FSM Series #1)

And of course, the general staff member receives staff-co-auditing and later his upper Bridge from the universe corps and the FSM has to pay for his auditing from his FSMC. This difference does not make him to be a public.

The refusal to accept us as Staff forces us, to survive as field auditors earning our GI especially by delivering auditing or even other services (moonlight-Job). Ron does not agree:

*"Therefore, he must be a commission earning staff member and let go on as before in the field. A field auditor rarely sets up a practice successfully, but the idea of the field staff member saves the field auditor's bacon and the org's bacon as well."* (HCOPL 26. 3.65 RA II FSM-Series No. 2)

**... of their nearest Scientology organization.**

This is often not-ised: LRH in FSM-Series #1 under paragraph 22 "Being on two staffs":

*"Any field auditor can be a field staff member to more than one org but is actually on the staff of the nearest org to his address and may not use another appointment to another org to set aside the nearer org's requirements of him or her."*

There are Scientologists, often no Fieldauditors, lacking any own office, claiming themselves "AOSH-FSM", or from Flag or even from the ship. They do not connect to their nearest org and they *"set aside the nearer org's requirements"*. The only requirements I know of are as cited above *"activity is the criteria of issuing full credentials"*.

So: To be able to be an FSM for any upper org, you have to disseminate for your nearest org and you are a junior of the FSM I/C of this nearest org and come *"under the same discipline as any other org staff member and is subject to the same codes of ethics."*

This is not applied. The result of this is, that there are a lot of quarrels between "Upper-org"-FSMs, who work on the same Prospects to push them up The Bridge and claim the FSMC. Then the upper org takes the problem to solve, who is really the FSM and so on.

These "upper-org"-FSMs (a term which is not from LRH, but an invention by these "upper-org"-FSMs) really belong under the FSM I/C of their nearest Org and should ethics-wise be handled there. This would save Flag and other upper-orgs a lot of Dev-T and would bring more ethics into this field. Another advantage would be there: There would not be such a lot of ARC-Xs in

the first place, if all FSMs in an area would have to work as a team under their local FSM I/C. They would have enough reality and communication and affinity for each other by seeing, how each is struggling in the field to contact, handle, salvage and bring to understanding the raw publics. Then they would not dare to rip-off any cycle, if they had to confront their teammember afterwards in the group under the FSM I/C.

But today these "upper-org"-FSMs are under the FSM I/C of the upper-orgs and are travelling around and are "fishing and fumbling" not in the field, but in the canteens of the central orgs. There they are looking for the upstat, winning PCs and are regging them for their upper Bridge, while their real FSM is working in the field and doing the job of an FSM.

This is off-policy and suppressive against FSMing and is in PT to be done every day:

All the following quotes are from FSM-Series #1 and are neglected:

*"Once a student or preclear arrives in an organisation for a service or services, not other student or preclear may select him or her for commissions purposes." (Paragraph 13. "Cross Selection")*

*"Such an FSM for a senior org employed in a junior org, city office or mission must not distract students or pcs already selected by a field staff member of the junior org before they can present selection papers." (Paragraph 23. "Senior Org Preference")*

*"The Commission paid the FSM will be paid on all services consecutively bought during one appearance at the org. This means that after reporting in to an org and signing up for and paying for one service or more, if the selectee on the completion of that service buys another service, the commission will be paid on the second service and so on. If, however, there is no re-sign and the selectee departs from the org as a completion, he or she must again be selected with a fresh selection slip and must come to the org again and sign up before another commission can be paid the FSM." (Paragraph 5. "Commissions").*

That states, that another FSM can only select my selectees, when the selectee departs from the org after the re-sign-line failed. In other words, as long as my selectee has paid for any service, which he has not completed yet (for example his academy), he can not be selected by any other FSM.

Please notice the difference to the term "offline", which usually is used to justify a crossreg-cycle. This term is not created or defined by LRH but by other FSMs and has the advantage not to be defined exactly (when is somebody really "offline"?).

But this is done every day: Travelling FSMs are getting names of my selectees from the org or from the fsc-office or they contact the selectees in the org. **They are not FSMing but regging.**

### **Another misunderstanding: the definition of selecting**

The doingness of an FSM is identified with the doingness of a reg by the "upper-org"-FSMs. "Selecting" is interpreted as "Selling and writing selection-slips".

In the Admin-Dict. the following definition is given:

*"SELECTION, choosing the right or desired item from a number of items. Selection usually refers in industry to choosing which applicants to accept as future employees or which items to remove as defective from a batch of production.*

*The FSM selects a person to be trained or processed after direct personal contact and issues a paper stating he has been selected. This paper bears the hour, date and place of the selection." (HCO PL 9. 5. 65 RA I FSM-Series 1).*

So there is a very precise difference between regging and selecting, which is not so obvious, because regges today have to bypass FSMs and do also the dissem-drill and on the other hand



FSMs today have to bypass Regges and sell the suggested service by themselves. This bypass is o.k. as long as no other interests are concerned.

Interested in bringing his selectees up The Bridge, the FSM is sometimes holding a lot of other hats, which are yet not worn by any staffmember: he is debugging, teaching, handling ARC-x, handling pts-ness, handling money-problems, selling service, body-routing the person, etc.pp.

But this is not necessarily his post. He is bypassing the org where posts are not filled.

In the past - for example - Flag had not had enough well trained FSCs on the post, so regg-cycles just went through, when FSMs did the registrar's job: Selling the service.

Today still there is the opinion, that someone is only FSM, if he really "has done something on the cycle".

My question to such people always is: "How many selectees may an FSM have by maximum?" or "Is an FSM allowed to start more than 100 people a year?" - Of course, he may have thousands of selectees.

But how should he be able, to work on all his thousands selectees and push them up The Bridge and still "produce" new Scientologists?

This is obviously not possible. No one would expect from a Div. 6 Reg or from a body router or from a public bookseller, that he has the responsibility to push "his people" up The Bridge.

In Scientology we have an orgboard with hundreds of different posts, which make up a flow-line. Each person has his VFP and his purpose. Of course every staffmember would do other jobs, if it is necessary. But if someone would expect from a staff (lets say from the bookseller), that he regularly had to reg "his people" he would have to write a job endangerment chit, because "somebody is ordering you to do things not your hat".

## **So what is the post of an FSM:**

*"The purpose of the field staff member is:*

***TO HELP LRH CONTACT, HANDLE, SALVAGE AND BRING TO UNDERSTANDING THE INDIVIDUAL AND THUS THE PEOPLES ON EARTH"*** (HCO PL 9. 5. 65RA I FSM-Series 1).

This is explained in detail in the HCOPL 23. 10. 65 "Dissemination Drill":

The last step (bring to understanding) is explained as followed:

*Once the person is aware of the ruin, you bring about an understanding that Scientology can handle the condition found in 3. This is done by simply stating Scientology can, or by using data to show how it can. It's at the right moment on this step, that one hands the person a selection slip, or one's professional card, and directs him to the service that will best handle what he needs handled.*

LRH mentioned no selling of any service. This is the registrars job.

## **What is the statistic of an FSM?**

Per IMEC ED 1004R my stat is "selecting and starting new public onto The Bridge" for the first time.

How many new people were started onto The Bridge by the Top Flag FSMs? Are they qualified FSMs or do they usually reg other FSM's selectees for flag and "take" the FSMC as exchange for their regging?

This situation give us FSMs not only a lot of Dev-T. We have to write KR's, we have to initiate Courts, which have to decide about "who has to get the FSMC?". As long as these courts are in Flag, instead of being at the nearest org, where they should be (as shown above), we (the "lower-org"-FSMs) are in a handicapped position, because

- the Flag staff are biased for their "Flag-FSMs", these give them power,
- we are not "at home" in Flag,
- the Flag-FSM is "in power" with our selectees (which actually is a false report), that means that knowledge reports can be put aside with the remark "Upstat".
- we do not travel to Flag for handling a single FSMC-cycle.

To this Dev-T comes, that we become enturbulated through all this entheta. This disagreement with other FSMs or with Flag causes Danger-Conditions. This Danger unhandled leads to Non-Ex as an FSM, which reveals the whole situation as far as I can see.

Further: This disagreement and struggle between "upper-org"-FSMs creates a lot of charge and ARC-Xs in which our selectees also become involved: and in this atmosphere shall the FSCs produce??

Ron said somewhere, that money and production happens where a lot of ARC is. How can a registrar make production and money, where his room is full of ARC-Xs with and between the FSMs and with other registrars of other orgs?

Of cause, there will always be attempts of cross-regging between Flag, St. Hill, AOSH, Ship and Class V Org. But if it would be clear, that the original FSM is the FSM for the selectee along the whole Bridge, this FSM could be the stable datum for the selectee and his consultant for his next service, this could handle a lot of crossregging.

### **How to solve this situation?**

We should really apply the FSM-Series No. 1 and stop paying FSMC to publics for helping on reg-cycles.

If one has to bring in this policy in gradients, because flag does not want to risk his stats, one should at first guarantee the Fulltime-FSMs in the field, that they are secure and brief the "upper-org-reggs", that the original Fulltime-FSMs get always the FSMC.

The next step would be, that the upper orgs behave like any other orgs (whether Scientology Orgs or Wog-Orgs) and put their best staff onto the post as regg. Registration is a high qualified job and if an org would put second-rate people onto this post, they will not get the product: "Income greater than outgo plus reserves".

After this step the GI-Stats would not depend on publics ("Upper-Org"-FSMs), which are paid with the FSMC of other people and so destroy these very necessary Introline to Scientology. - In such a way it would be possible to build up a professional FSM-Scene, which is productive by applying the FSM-Series No. 1.

They could survive.

LRH in HCOPL 20. 11. 65RA I "The promotional actions of an org"

(No 137 under Dept of Clearing): *"Trains the FSMs and mission holders and makes them financially successful".*

How could an FSM I/C make an FSM "financially successful", if he can not guarantee the receipt of all the FSMC he has to get? And the FSMC of the upper-org-cycles really makes about 2/3 of the income of an FSM! Whereas the FSM has per policy just to send his selectee to the upper



org, which can just be done in bodyrouting him to the FSC or in telling him to go to Flag. This is just 1% of his whole job!

So - that is how I understand LRH: an FSM gets paid with the FSMC for the whole Bridge, for all his effort *"to help LRH contact, handle, salvage and bring to understanding the individual and thus the peoples on earth"* (HCOPL 9. 5. 65RA I FSM-Series 1).