

To the Sangha of the European Kwan Um School of Zen

Dear friends in the Dharma,

Attached we are presenting you the draft of our new bylaws for the foundation of our European Kwan Um School of Zen as a legal entity.

This draft is the result of a long ongoing process which started some years ago, and which always has been pursued in order to create appropriate statutes for a unified school in Europe.

Many people already took part in developing the bylaws: ZM Wu Bong, ZM Bon Yo, ZM Bon Shim, ZM Ji Kwang, Jo Potter JDPSN, Katka Grofova, Koen Vermeulen, Eduardo del Valle Pérez, Wilfried Rahn, Peter Voke and others. We are very grateful for their great work!

There are plenty of ways how to govern the work of our association. However the European Teachers Group has decided to follow our Founding Teachers recommendation as well as the example in the American KUSZ and maintain the guiding-teacher-system as the basic construction of these bylaws.

While on the local and national level of our organization it is mostly Zen students who are in charge of Zen centers, groups and national Sanghas and who are working as Dharma teachers, abbots and directors, the responsibility for the teaching rests within the Zen masters and Dharma masters. Consequently all groups and centers have a guiding teacher. Since the whole purpose of creating this umbrella organization of the European KUSZ is about to foster our Zen practice in Europe and to facilitate European organizational issues, we decided that it needs to be the guiding teachers who present your Sangha on the European level. Almost all organizational and leadership structures are modeled according to the already existing reality of our present situation. Consequently the governing body of this new European organization contains students (European Office and Committees) as well as teachers (European Teachers Group and Council).

After examining the drafts carefully and after including our European Offices' ideas of amendments, the European Teachers Group approved the present version of the bylaws at their recent meeting in Paris in April 2012.

Please read the bylaws thoroughly and come forward, if you don't understand parts of it or if you need clarification. Please also bring those topics to our attention, which you dispute or want to change.

We would like to hear and consider all your suggestions, but we cannot promise that we will be able to include all of them and change the draft accordingly. Please understand that the basic design of the bylaws shouldn't be changed.

We are looking forward to finalize all organizational aspects of our European Kwan Um School of Zen as a legal entity in the upcoming weeks during this summer. The deadline for your

comments is therefore **August 15th 2012**. The official launching of the European Kwan Um School of Zen is envisaged for the European Sangha Meeting on September 22nd/23rd in Warsaw.

Thank you and best wishes

Yours in the Dharma

Bon Shim | Ji Kwang
Council

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