



# Minutes of the Meeting of Members

## September 8, 2018. Warsaw Zen Center, Poland

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# 1. Summary

The Meeting of Members (MOM) was held on September 8, 2018 at the Warsaw Zen Center in Poland. 12 Teachers attended this meeting, representing **12 countries** with 44 Zen Centers and Zen Groups.

## 1. Formal opening of meeting and approving the agenda extensions to the final agenda, if any (decision) and vote

***The agenda was approved by all present votes (73) with no abstentions and no votes against.***

## 2. Approval for the business and treasury reports 2017

Robert Baczyk presented the business and treasury reports for 2017 and noted that Tom Vered will replace Koen Vermeulen JDPSN as a Financial Director for 2018.

The final balance for 2017 shows an operating loss of about 4.000 EUR which is mostly due to unforeseen expenses. Reasons for this unforeseen loss are due teachers not paying the usual 10% in 2017 which was waived due to travel cost for the WWSF conference, unforeseen WWFS contribution by KUSZE and unpaid 2016 bills (PP and accountant). A positive result in the previous years helped offset this unforeseen loss. No questions were raised or objections made.

***The business and treasure reports 2017 were approved by all present votes (80, 7 new votes arrived later) with no abstentions and no votes against.***

## 3. Budget 2018

**Expected income:** For 2018 income is expected to be 12.500 EUR as compared to the budgeted 9.500 EUR. Reasons for this increase are increased membership income and a successful Winter Kyol Che.

**Expenses:** The budgeted expense for 2018 was 9.000 EUR but it is expected that more will be spent due to unforeseen expenses. It is suggested to reevaluate a printed version of Primary Point as it is very expensive and is now also online available. An item that is brought up is the number of monastics that will be attending Winter Kyol Che and the related expense and if they are required to have a job. Another item that is brought up is the Online Sangha and if they will contribute a portion of the money for its European members. This discussion is postponed until next ETG Meeting.

***The budget 2018 was approved with 74 votes in favor and 6 abstentions. It was noted that this was the first time that there were abstentions.***

#### **4. Formal approval of the Council's and European Office's actions**

New teacher Elizabeth Coombs JDPSN and Myong Hae JDPSN from Subong Zen Centre in Hong Kong were welcomed.

The Council and EO actions were highlighted:

- KUSZE supported 10 teachers that went to WWSF and 30 out of 40 teacher met.
- A lot of work has gone in preparation of the MOM and Sangha Convention. Satisfaction was expressed with teachers and students that came to cook and take care of teachers for the ETG teachers meeting in Vienna May 2018. Alma JDPSN is excited and proud that the Europeans have started a Sangha dialogue.
- The current members of the EO are Agata, Gil Jacobson, Gasper Sopi (Design Director), Tom Vered, Boaz Franklin and Martin Regener (Data Protection officer).
- The graphical layouts that EO has produced were presented along with the results of these campaigns (+500% increase in reach on Facebook as compared to the previous period). Regardless of objections this approach seems to be working.
- Current open positions at EO include FB admin, YouTube admin and Communication Director. **Volunteer** at: [comms@kwanumeurope.org](mailto:comms@kwanumeurope.org)!

***The Council and EO's actions were approved with 81 votes (1 vote arrived later) in favor, no votes against and no abstaining votes.***

Other items that were addressed:

- In 2017 the total number of members in Europe increased by 71 new members with 4 more groups. It's the most significant yearly increase since establishing KUSZE.
- The new EU GDPR regulation on data protection and privacy needs to be complied with and implemented. It is suggested that the Krakow representative and Martin Regener get together to discuss this in more detail.

#### **5. Endorsement of Council members - Koen Vermeulen JDPSN, Bogusia Malinowska JDPSN, Arne Schaefer JDPSN, Knud Rosenmayr JDPSN**

Alma JDPSN stepped down as a chairman and leaves the Council, Koen Vermeulen JDPSN is to be the new chairman. Arne Schaefer JDPSN and Knud Rosenmayr JDPSN are endorsed as new members of the Council. The council now consists of Koen Vermeulen JDPSN, Bogusia Malinowska JDPSN, Arne Schaefer JDPSN, Knud Rosenmayr JDPSN

***The endorsement of the new Council members was approved with 81 votes in favor, no votes against and no abstaining votes.***

## **6. Closing words**

Last year MoM decided to discuss issues raised by Millennial Report during Sangha Convention, which has become an extremely important event. Also, it was noted that this was the shortest MoM (~1,5 h) ever and we hope to keep it like this.

## 2. Participating Members

Teachers	Zen Centers and Zen Groups
<ol style="list-style-type: none"> <li>1. Bon Shim SSN</li> <li>2. Ji Kwang SSN</li> <li>3. Joeng Hye SSN</li> <li>4. Gu Ja SSN</li> <li>5. Jo Potter JDPSN</li> <li>6. Ja An JDPSN</li> <li>7. Igor Piniński JDPSN</li> <li>8. Oleg Šuk JDPSN</li> <li>9. Jiří (George) Hazlbauer JDPSN</li> <li>10. Knud Rosenmayr JDPSN</li> <li>11. Elizabeth Coombs JDPSN</li> <li>12. Myong Hae JDPSN</li> </ol>	<p><b>Austria:</b> Vienna ZC</p> <p><b>Germany:</b> Berlin ZC, Köln ZG, Dresden ZG, Hamburg ZG, Bad Bramstedt ZG</p> <p><b>Czech Republic:</b> Vrážné ZC, Liberec ZG, Brno ZG, Litoměřice ZG, Prague ZG, Olomouc ZG, Zlín ZG, Tabor ZG</p> <p><b>Great Britain:</b> London ZC, The Peak Zen Ku Bong Sa ZC</p> <p><b>Israel:</b> Tel Aviv ZG, Hod Hasharon ZG, Pardes Hanna ZG</p> <p><b>Lithuania:</b> Kaunas ZC, Vilnius ZC, Sakiai ZC</p> <p><b>Poland:</b> Warsaw ZC, Gdansk ZC, Kraków ZC, Katowice ZC, Łódź ZC, Rzeszów ZG, Wrocław-Wałbrzych ZG</p> <p><b>Slovakia:</b> Bratislava ZC, Košice ZC, Malacky ZG, Piestany ZG</p> <p><b>France:</b> Paris ZG</p> <p><b>Hungary:</b> Budapest ZG, Szeged ZG</p> <p><b>Spain:</b> Barcelona, Palma</p> <p><b>Russia</b> - 4 centers represented by Oleg Suk JDPSN</p> <p style="text-align: center;"><b>12 countries are present:</b> with 44 Zen Centers and Zen Groups</p>

### 3. Agenda

1. Formal opening of meeting and approving the agenda extensions to the final agenda, if any (decision) and vote
2. Approval for the business and treasury reports 2017
3. Budget 2018
4. Formal approval of the Council's and European Office's actions
5. Endorsement of Council members - Bogusia Malinowska JDPSN, Arne Schaefer JDPSN, Knud Rosenmayr JDPSN
6. Council chairman - Koen Vermeulen JDPSN

#### Ad 1.

Formal opening of meeting and approving the agenda extensions to the final agenda, if any (decision) and vote

**Bon Shim SSN** opens up the meeting by thanking the Sangha members for coming from afar. She stresses the rareness of this opportunity to meet Dharma friends from all the Zen Centers and concludes the introduction by wishing everyone a good and enjoyable time.

**Agata** (Head of European Office) takes over by initiating a vote count which settles at:

<b>73 votes*</b>
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*\*3 rounds of counting .*

She moves on to welcome everyone and expresses how wonderful it is for teachers and students to join here together and speak on behalf of their communities. She stresses the importance of bearing in mind that the Sangha Representatives are attending on behalf of their respective Sangha, and not on behalf of their own person.

The meeting moves on to the formal part of the agenda and the schedule for the day which also includes the 1st Sangha Convention scheduled for afternoon.

In preparation for the voting Agata briefs the Sangha members on how to vote and inquires whether there are any extensions (which there aren't).

**The agenda goes to vote and is approved by all present votes with no abstentions and no vote against**

**Ad 1. Formal opening of meeting and approving the agenda extensions to the final agenda, if any (decision) and vote**

In favor	Against	Abstain
All present votes (73)	0	0

**Ad 2.**

Approval for the business and treasury reports 2017

**Robert Baczyk** (KUSZE accountant) takes over with presenting business and treasury reports for 2017 noting that Tom Vered will replace Koen Vermeulen JDPSN as a Financial Director for 2018.

**KWAN UM SCHOOL OF ZEN EUROPE  
FINANCIAL SITUATION**

1. SUMMARY 2017

*Significant Income*

-Membership contribution 6.292 €

*Significant expenses*

- Student scholarships 2.535 €

- KUSZE events (KC, SW, WWSF) 2.507 €

- Communication (Primary Point, website) 2.219 €

- Head Teacher Support 1.500 €

*Financial result 2017*

- Loss 3.941 €

- Reason: Unbudgeted decisions: 3.373 €

-Teacher Tithes waved (travel cost WWSF) 1.500 €

- WWFS financial contribution by KUSZE 865 €

- Unpaid invoices 2016 (PP, accountant) 1.708 €

Note: profit 2016: 9.146 €

He continues to dive into the numbers by stating that membership contributions were the biggest source of income. Expenses include scholarships for people sitting on retreats for at least for 2 weeks, stating that this is the way to contribute back to the students. Other significant expenses include:

- support for the “*Whole World Is A Single Flower*” conference (amounting to about 1.000 Euro) as well as Kyol Che and other events.
- Bills not paid from the last year for Primary Point distribution as well as the website
- Head Teacher support amounting to 1.500 Eur

**Robert** continues to wrap up by indicating that the final balance shows an operating loss of about 4.000 EUR which is mostly due to unforeseen expenses. He continues to explain that In 2017 teachers did not pay the usual 10% which was waived due to travel cost for the WWSF conference wich WBS also supported. However, the somewhat larger profit in the previous years helped balance these unforeseen expenses.

**Robert** asks if there are any questions? There are no questions.

**Ji Kwang SSN** is asking if everyone understands. He is clarifying to the audience together with Robert the details related to these significant expenses. Everyone agrees that all is in order.

### **Ad 3.**

#### **Budget 2018**

**Robert** moves on to explain the budget for 2018. The budget table is divided in three columns - the first column is the planned budget for 2018, the third column is the current budget and the middle column indicates how much money has already been received or spent. He continues to explain that in 2018 contributions have risen and expresses his pride that the largest amount of income comes from 10% membership fees.

**Ji Kwang SSN** asks whether second column is a mistake.

**Robert** answers by saying that this is the amount they have already received or plan to receive.

**Robert** continues to present the budget by commenting on the “income” side. He says that the Winter Kyol Che was successful and that half of the profit will be distributed to the School. This is why they are expecting 1600 eur. The bottom line is that they were planning for an income of 9.500 EUR but are on the way to actually achieving 12.500 EUR.

The conversation now shifts to the “expenses” side. An amount of 900 EUR is set aside for scholarships and has already been spent. There is support of the Head teacher (1500 EUR), as well as for monastics, who signalled that they might come for WKC in 2019 (2340 EUR - WKC reserve). KUSZE will not be supporting other Zen Centers this year, and the event expenditure is already spent, however there is support for the International Initiative.

Due to the size of the investment for Primary point and the fact that there is also an online version, Robert suggests that it is very expensive and calls for a discussion about it.

Planned to spend 9.000 EUR but will probably end up spending more due to unforeseen income/expenses.

**Gu Ja SSN** is asking how many monastics are going to attend WKC?.

**Robert** answer that they expect 3 monastics for 3 months but this is uncertain.

**Agata** says that they were expecting this topic to be raised. Expresses the concern as a representative of students. And asking the students whether this is how they want to spend this money. She stresses the importance of having guest monastics at WBS due to the valuable experience they bring.

**Gu Ja SSN** is asking for clarification for the two items: “Monastic support” and “WKC reserve”.

**Robert** goes to explain that WKS is a reserve and it’s merely an estimate. He mentions that the resident nun was a Head Dharma Teacher during the whole WKC and everyone enjoyed that.

**Gu Ja SSN** replies by saying that she wasn’t trying to suggest anything but merely asking for information and clarification.

**Zlin representative** is asking if guest monastics are required to have a job during their visit?

**Robert** answers that most likely they will be invited to participate in some of the corresponding roles during the retreat.

**Gu Ja SSN** asks whether the Online Sangha will contribute a portion of the money for its European members?

**Alma JDPSN** takes over this answer. She suggests that these are very big and important questions and that it would be more fitting to discuss them at a later date within the ETG.

**Ji Kwang SSN** is asking what amount is actually “in the pocket”.

**Robert** asks for the slide to be scrolled down and shows the positive numbers.

**Alma JDPSN** says that the financial results are excellent and they could of course be better but for now they're ok.

**Ji Kwang SSN** expresses his satisfaction that the lack of discipline in payments has changed and shifted towards the positive.

**Alma JDPSN** agrees and follows up to say that this is due to hard work of the EO who took a very proactive approach to reaching out to abbots.

**Agata** takes it over for the voting part. Calls for the vote on **Ad2**.

<b>Ad 2. Approval for the business and treasury reports 2017</b>		
<b>In favor</b>	<b>Against</b>	<b>Abstain</b>
All present votes* (80)	0	0

\* 7 new voices have arrived in the meantime.

*(Next up for voting is Ad 3.)*

**Agata** explains that the audience has the options to vote against or abstain in case there is something to discuss. Ad. 3. goes to vote. The budget is passed with 6 abstentions.

<b>Ad 3. Budget 2018</b>		
<b>In favor</b>	<b>Against</b>	<b>Abstain</b>
74	0	6

**Agata** notes that this is the first time that there were abstentions.

#### **Ad 4.**

#### **Formal approval of the Council's and European Office's actions**

**Alma JDPSN** welcomes the new teacher **Elizabeth Coombs JDPSN** saying that she is honored to have her in the teaching team. She also welcomes Myong Hae JDPSN from Subong

Zen Centre in Hong Kong noting to the audience that the Sunim is available for teaching appointments.

**Alma JDPSN** moves on to showcase the council's EO actions. Alma JDPSN explains that KUSZE supported 10 teachers that went to WWSF and 30 out of 40 teacher met and were able to share and communicate in a way that school is coming together in a wonderful way. Stresses the amount of work that has gone in doing the MOM and Sangha convention and while we have formal practice, working in preparation of this events was also practice.

Continues to express satisfaction with teachers and students that came to cook and take care of teachers for the ETG teachers meeting in Vienna May 2018. Expresses satisfaction for the together action between teachers and students in informal ways and discussions on how to make the school better.

**Alma JDPSN** says she has never seen something like this in her long time with the School. She is excited and proud that the Europeans have started this dialogue and feels privileged and impressed for the amount of background work and compliments everyone involved.

**Ji Kwang SSN** asks who are the members of the EO?.

**Alma JDPSN** answers by introducing Gil Jacobson, Gasper Sopi, Tom Vered, Boaz Franklin (someone from the audience comments that 3 are from Israel)

**Agata** now takes over saying that the EO has cooperated with many other students (above 20) in a concerted effort. Says that we need help from people and offers to also help in return. She continues to introduce **Martin Regener** who joined EO as Data Protection Officer. And also introduces **Gasper Sopi** as the Design director.

**Agata** continues to display the graphical layouts that EO has produced along with the positive results of these campaigns (+500% increase in reach on Facebook from the previous period). She notes that she had received comments that the new graphical approach deviates from the "traditional" style, and notes that while it may be so, the most important thing to bear in mind is that this approach seems to be working.

**Gasper** takes over to say a few words about his approach to the design for KUSZE. He notes that the recent experimentation with a somewhat "modern" graphical style seem to be showing good results in terms of engagement on social media and overall reach. He wants to make clear that this fresh approach is not informed by his personal preferences or artistic expression, but rather by pragmatism, and that if the situation so requires he is more than happy to work with more traditional graphic approaches.

**Agata** moves on to show the “open positions” slide with an invitation to the audience to get in touch with EO if they wish to join for different vacancies (EO is looking for FB admin, YouTube admin and Communication Director).

**Agata** opens the vote for the approval of council and council actions. No one against, no one abstaining. All votes are in favor.

<b>Ad 4. Formal approval of the Council’s and European Office’s actions</b>		
<b>In favor</b>	<b>Against</b>	<b>Abstain</b>
All present votes* (81)	0	0

*\* One more vote has arrived in the meantime*

**Agata** continues to show the slide about the membership numbers. There is an increase in the total numbers in Europe (in 2017 we gained 71 new members with 4 more groups) and she hopes that these members will stay and benefit from precious teaching.

### **GDPR regulation**

**Sascha** from the German Sangha takes over on behalf of Martin Regener to say a few words regarding the new EU GDPR regulation on data protection and privacy. He stresses the importance of following the GDPR regulation and shows a slide with steps that the School needs to implement.

**Kraków representative** (lawyer) strongly suggests that the School should discuss and decide how to deal with the data. He suggests that we should reconsider how long we are keeping the data and stresses the importance of informing all our members when the data is passed to 3rd services we use (such as Google Drive, Apple, etc)

**Agata** suggests that Krakow representative and Martin Regener get together to discuss this in more detail.

**Ji Kwang SSN** wants to stress the importance of these rules. He say that we live in new times and that he is proud that EU created a law to protect us. And that we need to make sure that everyone in KUSZ is working in accordance with the law.

**Kraków representative** explains that this is a very complicated matter and he will do whatever he can to help Centers to implement good policies. Agata suggest he speaks with Martin Regener.

**Ji Kwang SSN** suggests to create a deadline for Tadeusz to evaluate our current implementation of the policy and point out to the deficiencies.

**Kraków representative** continues to discuss the issue saying that any violation of the law can result in huge liability (up to 20 million EUR).

**Ji Kwang SSN** agrees.

## Ad 5.

### Endorsement of Council members

**Alma JDPSN** gets back to discussing the Council agenda explaining that she stepped down as a chairman, and that Koen Vermeulen JDPSN is to be a new chairman. She moves on to introduce **Ja An JDPSN**, **Arne Schaefer JDPSN** and **Knud Rosenmayr JDPSN**, as the members of the Council.

**Agata** uses this opportunity to thank Alma JDPSN by saying that working with her has brought a great quality to the group and that she will stay in our hearts forever.

**Bon Shim SSN** takes over the word on behalf of all the teachers and compliments Alma JDPSN for the great work, enthusiasm, dynamic energy and the inspiration to explore new ideas and create new things.

**Agata** opens the vote on endorsing council members.

Ad 5. Endorsement of Council members		
In favor	Against	Abstain
All present votes (81)	0	0

## 4. Closing word

**Alma JDPSN** takes the closing word. She says that Sangha Convention is something that the School is obliged to organize and that it is an extremely important event. Last year MoM decided to discuss issues raised by Millennial Report during Sangha Convention. She explains that we are working very hard to shorten MoM and that this one has been the shortest MoM ever and congratulates everyone for that. Finally she speaks on behalf of the new Council chair **Koen Vermeulen JDPSN** who unfortunately couldn't attend due to family matters but he sends all his love and appreciation. She expresses her gratitude and notes how much she values

everyone's contributions and calls for the members to keep the high spirits by appreciating each other.

*(Meeting ends with a game Dharma Puzzle)*

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**Minutes:** Gasper Sopi

**MoM Chair:** Alma Potter JDPSN / co-chair: Agata