



Kwan Um School of Zen / Europe

Board of Trustees Meeting 2019

ETG 2019 meeting in Vrazne Zen Center, 24-26.05.2019

Participants:

Zen Master Bon Shim, Zen Master Ji Kwang, Zen Master Joeng Hye, Zen Master Gu Ja, Alma Potter JDPSN, Bogumilia Malinowska JDPSN, Oleg Suk JDPSN (via Skype), Arne Schaefer JDPSN, Igor Piniński JDPSN, Koen Vermeulen JDPSN, Jiri Hazlbauer JDPSN, Yuval Gill JDPSN, Myong Hae SN JDPS, Lizzie Coombs JDPSN, Knud Rosenmayr JDPSN

Minutes

1. Sangha news

- Oleg Suk JDPSN: all Sanghas are doing well
- Igor Pininski JDPSN: Lodz and Wroclaw are doing well
- Knud Rosenmayr JDPSN: Vienna is doing well
- Myong Hae Sunim JDPSN in Lithuania is traveling to small cities, doing Dharma programs. In one of them - Utena - a new group may appear.
- George Hazlbauer JDPSN: Vrazne is doing well, local people are asking about practice, residents are rotating. Brno is also good. Liberec still dynamic but more steady than before.
- Yuval Gill JDPSN: The official KUSZ organization in Israel has been established, with new bylaws. Israel Sangha has one week long retreat in the summer plus 2 YMJJs, plus a Zen day every month - each time in a different center. Tel Aviv Zen Center has moved to its own new location.
- Ji Kwang SSN: Still GT in two Israel centers, but Yuval is doing 80% of the work. Cologne is growing, many Dharma Teachers. He is resigning as GT of The Peak, U.K.. He proposed Lizzie Coombs JDPSN as new GT there (from September).
- Gu Ja SSN: There is a new abbot in Berlin. There are 7 residents at the moment. Many young people with good energy.
- Arne Schaefer JDPSN: Hamburg and Dresden are doing well. Both groups have their own places now and this has improved their situation.
- Lizzie Coombs JDPSN: a new group has appeared in York and is establishing official confirmation. She will accept the position of GT at The Peak from September.
- Koen Vermeulen JDPSN: In Paris they are doing 2 YMJJs a year. Brussels is growing with new people and two residents at present.
- Bon Shim SSN: Prague is doing well. There is a new abbot in Krakow and she is planning to retire as GT there soon. She also decided to retire as GT in Katowice. Katowice sangha's choice for new GT is Chon Mun Sunim JDPS, who agrees. Bori Sa is doing great.
- Alma Potter JDPSN: Palma Zen Center has a new place. There is a proposition to start a new group on the island in Santa Maria. Hungary is growing. Szeged is doing well, Budapest may have a new place for practice. There is one person who wants to open a group in Granada.
- Joeng Hye SSN: There might be a new place for retreats in Lithuania. Gdansk Zen Center is moving to a new place. Renovation projects at Wu Bong Sa continue. Plans for extending the wooden building have fallen through, but there is a new idea of making 3 more rooms in the small house

near the stupa. Very good and active abbot.

- Bogumila Malinowska JDPSN: Rotation among Sangha members in London - some have left the country. She is giving the Dharma talks in the city. There is a possibility that the group in Pila (Bogumila's home town in Poland) will be reactivated.

2. Vote for new Guiding Teachers

Elisabeth Coombs JDPSN for the Peak Zen Center and York Zen Group from September - approved

Chon Mun Sunim JDPS for the Katowice Zen Center - approved

The Guiding teacher for Granada Group will be Alma Potter PSN – approved

3. Sangha Convention

(4.3) Changing the Dharma Teacher title

Teachers approved. ETG voted unanimously to propose a global committee for working on new titles (current DT in training, DT, SDT and BT). Send a request about it to RCG / IC.

(2.3) Reconsider formal aspects of our practice that are not culturally relevant in the West

Teachers approved.

Details:

- Use of honorific titles “Soen Sa Nim” and “(Ji Do) Poep Sa Nim” (Zen Master and Dharma Master)
ETG recommends to use titles during formal Dharma events and make it optional for students and teachers in all other situations. Decision goes to IC for approval.
- Ceremonial hit by a teacher with the stick
Optional for teacher - already decided before and ETG decided not to change it.
- Greeting bow during retreats
ETG recommends to drop it. Decision goes to IC for approval.
- Greeting bow for resident teachers at the Zen center before 108 bows
Already dropped. Decision goes to IC for approval.
- Interview bows
ETG recommends for standing bow. Decision goes to IC for approval.
- Greeting/saying goodbye to a visiting teacher or full monastic
ETG recommends no bows of any kind. Decision goes to IC for approval.
- Bowing to the Buddha statue on leaving or returning to your home temple, or visiting another temple
ETG recommends optional bow. Decision goes to IC for approval.

(2.1) Establish a standardized beginner’s program/curriculum as a guideline for Sanghas to follow

Teachers approved. ETG decided to send a request about it to RCG / IC.

(2.2) For all Sanghas or centrally in the KUSZE: Improve or establish a system to collect membership data of their members

ETG decided we don't see sufficient need for a new system.

(1.2) For the European KUSZ Sangha: Establish a new position, Community Director (CD), in the European Office and with a possible equivalent at the local Sangha level.

Teachers approved and will ask EO to recruit Community Director.

(3.1) We recommend actively cultivating an open attitude towards offering various kinds of education for Sangha members.

Teachers approved. ETG decided to ask EO to send out recommendation to Sanghas (DT-Committee is already working on project. EO to search for volunteer to create reading list)

(3.3) We need to handle podcasts and webinars of a variety of Buddhist subjects by the European teachers. Our Zen Centers could use them in the Dharma rooms and spread the teachings amongst many centers.

Teachers approved. ETG decided to ask EO to search for a volunteer to cluster existing podcasts and webinars and create a list of the ones that are missing. Eg. in Vrazne many workshops on different topics have already been filmed.

(4.1a) FOR KUSZE: Cooperation, professionalisation and leadership outside teaching and retreats:

Potential solutions:

A) Promote a culture of acknowledging volunteers. Develop a credit/loyalty system of rewarding them with "karma points", exchangeable for retreats.

B) KUSZE association needs a part-time employee, who would be expected to be accountable and available for work. Ask European Finance Director to review if we can hire a regular employee in the future.

ETG decided against "karma points" system. Teachers approved to ask EO to establish a system for acknowledging volunteers.

(4.1c) Consider assigning a neutral person (neither involved in teaching or administration) as a first or alternative contact person when raising an ethical complaint

Teachers approved. ETG decided to form a committee for preparing a job description for this person. Ji Kwang SSN and Bogumila PSN will find one more person and they will do it.

(4.2) Formally promote Dharma Friend Program (peer mentoring)

Teachers approved. ETG decided to ask DT training committee to create and include DF guidelines. Request to RCG to change Dharma Mirror.

Topic 1 - New forms of together action for community

(1.1) Within each individual sangha: Establish group discussion for everyone to work together to:

a) explore what kind of new activity would be a good first experiment,

b) learn as a group from the results, and

c) propose how to modify or abandon and try new experiments. A discussion can support the sangha in learning who is active, what skills they offer, what they are inspired to try, and how to work together in testing and improving new activities.

Teachers approved. ETG asks EO to send out recommendation to Sanghas.

(4.1b) Consider opening the Council work to include student representative. Change the bylaws accordingly.

Teachers disapproved. ETG keeps the current format of the Council for now.

4. Strategic focusing

Ji Kwang SSN initiated a discussion about reactivating the work of creating a European Retreat Center. ETG

decided to form a new European Retreat Center Committee to develop the vision consisting of George PSN, Alma PSN and Ji Kwang SSN.

5. Financial situation

Koen PSN presented the financial report for 2018 and 2019.

6. Last Winter Kyol Che and parallel retreats

ETG was updated about the last winter retreats in Wu Bong Sa, Bori Sa and Vrazne.

7. Next year's Winter Retreat Program

ETG has decided to run three parallel winter retreats next year:

- 3 months' Kyol Che in Vrazne with 3 entries only - GT Alma PSN
- 1 month winter retreat in Wu Bong Sa - GT Joeng Hye SSN
- 1 month winter retreat in Bori Sa - GT Bon Shim SSN

8. ETG voted unanimously for the new Council: Knud PSN, Arne PSN, Bogumila PSN, Lizzie PSN and Yuval PSN

9. ETG voted unanimously to form a Standing Ethics Committee for 3 years. Members of the Committee: Gu Ja SSN and Yuval PSN. They will look for a student member.

10. Primary Point Spring edition created by Europe - Content manager

After discussion ETG decided to ask Barbara Pardo if she can help with the content collection and take on that task.

11. Current Ethics Committee

The teachers listened to the report and recommendation of the Ethics Committee which had been working on the case since the last ETG meeting, September 2018. ETG decided to follow the Ethics Committee's recommendations.

12. Wu Bong Sunim's robes

Bon Shim SSN showed the ETG some of WBSSN's robes that had been passed on to her. ETG decided that Yuval PSN will be in charge of having an auction.

13. Button in a short robe.

Wu Bong Sa management group asked if students can use a short robe with a button (no ties). Bon Shim SSN will ask IC.

14. Bori Sa 2019 Sangha Meeting and MoM

Lizzie PSN will be the teachers' travel coordinator.

15. Head Zen Master 2019 Election

Igor PSN informed everybody about the election. An e-mail from the Election Committee will be sent to all teachers after the nominated candidates decide about running in the election. RCG will send the HZM job description to the Election Committee.

16. Teachers' YMJJ and next ETG meeting

ETG decided to combine 1 day Teachers' YMJJ with the next ETG meeting - 17-19 of April 2020.

17. Gal's presentation about alternative ways to generate income for Zen centers and groups.

Alma PSN and Arne PSN will work on a workshop program based on our teaching to reach out to companies or organizations based on Gal's efforts and experience.

18. Guidelines for Sunims visiting lay centers - draft prepared by Chon Mun Sunim and Dae Bong Sunim.

ETG appreciated and accepted the draft and is looking forward to further development. ETG would like more coordination with local GTs in situations where visiting Sunims run their own Dharma programs in the area.

Minutes written by Igor Pininski

Corrected by Lizzie Coombs

Approved by Knud Rosenmayr

5th June, 2019