

**From:** peter glynn [REDACTED]  
**Subject:** **A proposal to break the impasse**  
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**To:** Shinge Roshi Roko Sherry Chayat [REDACTED], Soen Rudin [REDACTED], "Genjo & Carolyn" [REDACTED], Joe Dowling [REDACTED], Jikyo Bonnie Shoultz [REDACTED], Chris Phelan [REDACTED]

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Dear board members,

Shinge Roshi and I just talked briefly about our June 24<sup>th</sup> meeting with Eido Roshi. The board recently has moved to a "black and white" viewpoint that Eido Roshi is retired and will not be part of ZSS again. I am sure Eido Roshi's perspective is hardening as well.

We disagree with Eido Roshi on fundamental ethical points and his behavior, and it's doubtful we will be able to reconcile our stances and come to a mutually agreeable retirement arrangement. If nothing changes, we will soon dictate retirement terms. There will be several sangha factions, disputes, financial difficulties, and a period of dissension ahead. This may be unavoidable.

There is at least one new approach that may alter the terrain and be more successful from a global perspective. Shinge Roshi came up with this idea after attending the Buddhist conference last week and discussing our situation with other Buddhist leaders, particularly a renowned consultant in conflict resolution, Ken McLeod. This idea has a huge upside but is only accomplished by redefining the foundation of ZSS. With the change, we can publicly maintain our ethical stance and separate Eido Roshi from ZSS. This approach can also yield financial security and offer freedom of choice to the Sangha.

We have talked about sale of property to solely support Eido Roshi as being problematic. However, Shinge Roshi's new proposal supports both Eido Roshi and both groups of Sangha members. Most importantly it offers a sense of equanimity and an honorable separation, and removes the ZSS Board from its entanglement with Eido Roshi's past, current, and future actions.

Here are the basic points (which I've surrounded with some implementation details). If we offer Eido Roshi the following he may see this as a positive alternative to being "forced" to retire and "abandoning" those students who wish to continue with him. With it, we are still accomplishing the goal of his separation from ZSS, but without humiliation and rancor.

1. The Board publically states that Eido Roshi has retired from ZSS, is no longer affiliated

with ZSS, and will not teach again under its auspices or see students on its property. Eido Roshi and Aiho-san will sign a legally binding agreement to this effect.

2. Eido Roshi, Aiho-san, and the current ZSS board, will legally rescind the 1995 DCA with ZSS. We will no longer offer any form of retirement package.
3. In order to do this, ZSS will consolidate its assets. It will convey the property of New York Zendo Shoboji to a new nonprofit organization (to be defined, one whose mission is in keeping with the Rinzai Buddhist tradition). The “silent majority” sangha can then decide how to implement support for Eido Roshi through this new nonprofit organization.
4. The Shimanos’ Townhouse may be purchased by them from ZSS (at current assessed market value) or the future ownership securely guaranteed to ZSS, their choice. Maintenance fees may be negotiated appropriately.
5. The ZSS will establish its center as DBZ. An easement will still be negotiated with the Nature Conservancy and all proceeds will be used to support ZSS. The money can be used to fortify the endowment fund. With these funds we will support our new vision. We can also elect to go green at DBZ (geothermal was a specific suggestion of the Nature Conservancy, and it is a sound investment in the future).

The result of this agreement will be a separate nonprofit corporation, property (formally New York Zendo Shoboji), and Sangha in NYC that supports Eido Roshi, and is thus completely separate from ZSS, and no longer in an adversarial relationship with ZSS. The “silent majority” sangha inherits quite a bit, both positive and negative. They will be responsible for determining ER’s level of participation and his actions, as well as his financial support (including his retirement).

DBZ (and the 69<sup>th</sup> street Townhouse or its monetary valve) will remain with ZSS and Shinge Roshi. ZSS can focus all its energy on moving forward in a very positive direction, with a unified sangha, and with ethical and financial stability. This is something we can build on.

It will be terribly sad to let NYZ Shoboji go to Eido Roshi and the Sangha that unconditionally supports him, but it will no longer be identified with ZSS or DBZ. Its charter will be close to what the ZSS charter was in 2010: Support Eido Roshi and deal with all of the “feedback.”

Soun and Shoteki, I know that you have grown up with Shoboji and have cared for it with all your hearts, so we certainly understand that this proposal is terribly difficult to embrace. It’s certainly outside the box in its thinking, but therein lies its merit. I do believe we need to weigh the merit of this option, which offers all factions of the Sangha a clearly resolved future.

Thank you,

Shinkon